

## International HR Newsletter Mar/ Apr 2014

Matthew Chapman

CEO

**The Chapman Consulting Group**

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Welcome to ChapmanCG's 32nd International HR Update.

We have noticed recently that our counsel is being increasingly called upon at the Global CHRO level regarding how to structure HR teams across the world. I recently had a very stimulating discussion about this topic with a Global CHRO in Singapore who had recently lost her Regional HR Head. The APAC HR Leader in question was seemingly happy, and the company had tried hard to always keep her both satisfied and challenged. So the CHRO was questioning whether there was anything that she and the company could have done to avoid losing her. One of the potential issues that arose from this discussion was around the structure of the HR team and the positioning of the role itself. This interaction inspired the focus of one of our articles in this edition (see [here](#)), and we hope this sparks some thought and debate about how well companies are practicing these HR retention strategies.

We have an exciting two months ahead. Our Europe based global HR leader networking groups are about to take place in London (25 March), Paris (27 March), Zurich (28 March), Milan (1 April), Copenhagen (3 April) and Frankfurt (4 Apr). And our U.S. based global HR leader groups convene in New York from 28 April to 2 May. Discussion in these groups, mostly attended by our key global HR leaders either sitting in or travelling to these locations, will focus on "Managing HR in emerging markets in the era of Big Data". Following on from these meetings, we will soon be sending invitations to our APAC HR Leader series of meetings, which will take place from 22 April – 6 June. We will be convening small groups of HR leaders in many principal locations around the region, including Beijing, Shanghai, Tokyo, Taipei, Singapore, Hong Kong, Mumbai, Bangalore, New Delhi, Sydney, Melbourne, Auckland, Kuala Lumpur, Bangkok, Manila, Ho Chi Minh City, Jakarta and Seoul.

We also welcome Andrew Bailey who has joined ChapmanCG based out of Turkey and will be helping with senior HR appointments. He is also running our sister non HR business, BeathChapman, for Turkey/Middle East Africa. In other news, our portal for the Global HR and Talent community, [www.chapmancg.com](http://www.chapmancg.com), will soon be entering an exciting new phase with the launch of MyChapmanCG. This functionality will allow HR Leaders to effectively use the site as a one-stop HR information and career management portal, allowing users to sign in via LinkedIn, Twitter, Google or email credentials. You will then be able to save preferences to allow for a more customised experience in viewing articles and job positions across multiple geographies, industries and HR specialisations. MyChapmanCG will be leveraging cutting-edge technology and reflects our commitment to achieving our mission of becoming the world's most admired and innovative search firm. More on this soon.

Finally, we dedicate this edition of our Global HR Update to Tommy Lim, one of our most talented ChapmanCG team members in Singapore, who passed away suddenly on 28 February 2014. Born with muscular dystrophy and confined to a wheelchair, Tommy overcame significant personal hardship through his 34 year life to have a successful search career within our company. Tommy was an incredibly talented, dedicated, humble and proactive team member who was involved in all aspects of the HR search process including market scanning, phone screening, relationship support to many HR leaders, and market intelligence gathering. He was also involved in many key projects to support the fast-growing development of the group. We will all miss Tommy greatly.

We wish you a positive and productive close to Quarter 1, 2014.

Click [here](#) for more thought leadership articles added since our last update, or follow the links to our latest ones below:

- [Retaining Key Local HR Talent in Asia - 10 Tips for CHROs](#), by Matthew Chapman and Stefanie Cross-Wilson
- [China: Boom, Bust or Somewhere in Between?](#), by Sarah Ettershank
- [Shared Services: Cost Effective, Business Efficient and so Much More](#), by Dale Cosgrave
- [Passing of Tommy Lim](#), by Matthew Chapman
- [The Chapman Consulting Group Salary Survey – Japan, Korea and Taiwan](#), by Oscar Fuchs
- [BeathChapman Stakes a Claim in Europe and the Middle East](#), by Matthew Chapman
- [Two ChapmanCG Employees Win Gold at International Sailing Regatta](#), by Laura Cook
- [Human Resources Global Salary Report, October - December 2013](#), by Oscar Fuchs and Kirsty Jucker
- [Gen Y – The Future is Now](#), by Graham Tollit

And finally, click [here](#) to browse a sample of the recent searches we have been conducting, or follow the links in the selection below:

#### Singapore

- Interviewing: [APAC HR Director](#), based out of Singapore
- Upcoming: [HR Director](#), based out of Singapore
- Interviewing: [Senior HR Business Partner](#), based in Singapore
- Interviewing: [APAC Head of Talent](#), based in Singapore
- Interviewing: [South East Asia Talent Acquisition Lead](#), based in Singapore
- Interviewing: [Global Head of Rewards](#), based in Singapore
- Shortlisting: [APAC Compensation & Benefits Leader](#), based in Singapore
- Shortlisting: [APAC Regional HR Business Partner](#), based in Singapore
- Shortlisting: [Compensation & Benefits Lead](#), based in Singapore
- Interviewing: [Talent Management Lead](#), based in Singapore
- Interviewing: [APAC HR Business Partner](#), based in Singapore
- Shortlisting: [Learning and Talent Development Manager](#), based in Singapore
- Upcoming: [South East Asia Head of HR](#), based in Singapore
- Shortlisting: [Regional HR Lead](#), based in Singapore
- Interviewing: [Southeast Asia HR Lead](#), based in Singapore
- Shortlisting: [Head of Talent Acquisition](#), based in Singapore
- Interviewing: [Southeast Asia HR Business Partner](#), based in Singapore
- Shortlisting: [Regional Rewards & HR Leader](#), based in Singapore
- Interviewing: [Regional Head of HR](#), based in Singapore
- Shortlisting: [International OD and Talent Director](#), based in Singapore
- Interviewing: [Head of HR](#), based in Singapore
- Interviewing: [East Asia HR Business Partner](#), based in Singapore
- Interviewing: [Asia Compensation & Benefits Lead](#), based in Singapore
- Shortlisting: [APAC HR Director](#), based in Singapore
- Interviewing: [HR Head](#), based in Singapore
- Interviewing: [APAC HR Head](#), based in Singapore
- Shortlisting: [Global HRIS Lead](#), based anywhere

#### China

- Upcoming: APAC HR Director, based in Beijing
- Shortlisting: Group HR Director, based in Beijing
- Shortlisting: Greater China HR Director, based in Beijing
- Interviewing: China HR Director, based in Beijing or Shanghai
- Shortlisting: HR Business Partner, based in Beijing
- Interviewing: Global Talent Lead, based in Shanghai
- Shortlisting: APAC Head of Payroll and HRIS, based in Guangzhou
- Shortlisting: Senior HR Business Partner, based in Shanghai
- Upcoming: Reward Lead, based in Shanghai
- Interviewing: HR Director, based in Shanghai
- Interviewing: Greater China HR Head, based in Shanghai or Beijing
- Shortlisting: APAC L&D Director - Build a Learning University, based in Shanghai, Hong Kong or Singapore
- Shortlisting: Talent Acquisition Lead, based in Shanghai, Shenzhen, Beijing or Hong Kong

#### Hong Kong

- Interviewing: Asia HR Director, based in Hong Kong
- Shortlisting: Hong Kong and China HR Director, based in Hong Kong
- Interviewing: Organisational Development Director, based in Hong Kong
- Interviewing: Asia Pacific Head of Compensation & Benefits, based in Hong Kong
- Interviewing: Greater China Talent Acquisition Director, based in Hong Kong
- Interviewing: Head of Talent and Organisational Development, based in Hong Kong
- Interviewing: International Talent Acquisition Director, based in Hong Kong
- Shortlisting: VP Talent Management, based in Hong Kong
- Upcoming: APAC Head of HR, based in Hong Kong

#### Japan

- Interviewing: Japan SVP of HR, based in Tokyo
- Shortlisting: Japan Head of Talent Development, based in Tokyo
- Shortlisting: Senior Head of Compensation, Benefits & Sales Incentives, based in Tokyo
- Shortlisting: Vice President of Human Resources, based in Tokyo
- Interviewing: Japan Head of HR, based in Tokyo
- Interviewing: Japan Business Unit HR Leader, based in Tokyo
- Shortlisting: Japan & Korea Head of Staffing, based in Tokyo
- Shortlisting: Country HR Leader, based in Tokyo

#### Taiwan

- Shortlisting: Regional Vice President of Compensation and Benefits, based in Taipei
- Shortlisting: Taiwan HR Country Head, based in Taipei
- Shortlisting: Greater China HRBP, based in Taipei
- Upcoming: Senior HR Business Partner (Future HR Leader), based in Taipei
- Shortlisting: APAC Talent Management Director, based in Kaohsiung
- Shortlisting: International Organisational Development & Leadership Director, based in Kaohsiung

#### Korea

- Interviewing: Country HR Manager, based in Seoul
- Upcoming: Future Head of Human Resources, based in Seoul
- Shortlisting: International C&B Manager, based in Seoul

#### Malaysia

- Interviewing: Malaysia C&B Senior Director, based in Kuala Lumpur
- Upcoming: Malaysia HR Head, based in Kuala Lumpur
- Shortlisting: Malaysia HR Head, based in Penang

#### Philippines

- Interviewing: Regional Head of HR Shared Services, based in Manila
- Upcoming: HR Director, based in Manila
- Interviewing: Philippines HR Head, based in Manila

#### Australia

- Interviewing: Australia Head of Human Resources, based in Sydney
- Interviewing: ANZ Regional Compensation & Benefits Expert, based in Brisbane
- Upcoming: Regional Head HR, based in Melbourne, AU

#### Thailand

- Interviewing: HR Director, based in Bangkok
- Interviewing: Thailand HR Director, based in Bangkok

#### Indonesia

- Interviewing: Head of HR, based in Jakarta
- Interviewing: HR Director, based in Jakarta

#### India

- Upcoming: India Head of HR, based in Mumbai

#### Europe

- Interviewing: Global HR Director, based in Zurich, CH
- Shortlisting: Regional C&B Manager, based in Prague, CZ or Moscow, RU
- Shortlisting: International HR Business Partner, based in Frankfurt, DE
- Interviewing: Global Performance Management and Engagement Manager, based in Copenhagen, DK
- Shortlisting: EMEA Talent and Organizational Development Head, based in Madrid, ES
- Shortlisting: Global Leadership Director, based in Amsterdam, NL
- Upcoming: Global Head of Learning and Technology, based in Amsterdam, NL or London, UK
- Upcoming: Global HR Business Partner, based in Amsterdam, NL
- Upcoming: International HR Business Partner, based in London, UK
- Interviewing: VP HR, Emerging Markets, based in London, UK
- Upcoming: Global HR Business Partner, Technology & Operations, based in London, UK
- Upcoming: Global HR Business Partner, based in London, UK
- Shortlisting: Senior Associate or Director, London, based in London, UK
- Upcoming: Global Head of Performance Management, based in London, UK or Amsterdam, NL
- Shortlisting: EMEA Head of HR, Shared Services, based in London, UK, Paris, FR or Lucerne, DE

#### North America

- Interviewing: Regional Head of HR Americas, based in New Jersey, US
- Interviewing: North America C&B Manager, based in New Jersey, US

#### Latin America

- Shortlisting: Latin America Regional Head of Human Resources, based in Mexico City, MX

Middle East

- Upcoming: Middle East HR Leader, based in Dubai

Africa

- Shortlisting: South Africa HR Head, based in Johannesburg, ZA

We hope you have enjoyed this edition of our update.

Matt and the team at ChapmanCG

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**About The Chapman Consulting Group**

The Chapman Consulting Group is an executive search firm dedicated to the Human Resources profession across the globe. Headquartered in Singapore, we enjoy strong links to the global and regional headquarters of many of the world's top multinational companies, where we partner directly with both business leaders and HR Heads. Working flexibly across geographical borders to source world-class local and international HR talent, we help build Human Resources leadership teams across a variety of worldwide locations and across all industry sectors.