

**Global HR Newsletter**  
**May / June 2014**

Matthew Chapman

CEO

**The Chapman Consulting Group****May / June 2014**

Welcome to ChapmanCG's 33rd Global HR Update.

As we send this, it's been a busy time in HR hiring, on all continents around the globe. The ChapmanCG team of around 60 is currently involved in more than 250 senior HR searches globally. Approximately half are in Asia Pacific, with Shanghai, Hong Kong, Tokyo and Sydney being the busiest locations behind Singapore, our global headquarters market. It is encouraging to see Australia becoming a key HR talent hub for us, as our search load in that geography continues to grow, and as we track Australian HR talent returning 'home' from around the world.

Outside of Asia Pacific, we are seeing a growing number of Americas searches, as the U.S. economy recovers, and as momentum behind Latin America is sustained. Europe continues to pick up, although this is still currently within 'pockets,' with some country economies faring better than others. Our new office in Istanbul, under Andrew Bailey, is seeing a rapid rise in activity, both for roles located in Turkey, and also an increasing number of senior HR searches in Dubai and Abu Dhabi.

Our team has been meeting HR Leaders in all corners of the world during our half-yearly Global HR Leader Series, this time on the subject of the growing importance of HR data and analytics. Since April of this year, the ChapmanCG team has hosted 56 separate networking groups of HR Leaders in locations including New York, Paris, London, Copenhagen, Frankfurt, Milan, Zurich and virtually all key locations in Asia. These meetings have helped our team produce a number of articles this month, and we hope that the compilation of best practice and insights is a real value-add for you.

This month we welcome two key members to the ChapmanCG team. Fiona Jury joins as a Director in Sydney, while Nicola Murphy comes on board in Singapore as a senior team member in RMI, ChapmanCG's sister business. RMI works with global and regional HR Leaders to improve HR risk management strategies through smarter background and reference checking strategies, as well as assessment and development.

On a lighter note, our CEO, Matthew Chapman, is three months away from competing in a 250km ultra-marathon in Madagascar. Read about his preparation [here](#). Also, hear more about the Tommy Lim Initiative, which has recently been set up in honour of our former colleague, and which Matthew will be raising money for through this race.

We wish you a productive close to the quarter in the coming weeks.

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

- [Managing Talent Through Mergers & Acquisitions](#), by Tim Spriggs & Tom Storey
- [Sydney Based HR Leaders Discuss HR and 'Big Data'](#), by Felicity Gray & Fiona Jury
- [ChapmanCG Announces the Launch of the Tommy Lim Initiative](#), by Laura Cook
- [Our CEO, Matthew Chapman on the Ultimate Challenge: Madagascar, Ultra-Marathon](#), by Laura Cook
- [Taiwan HR Leaders Discuss 'Big Data' Successes](#), by Oscar Fuchs
- [Global HR Leaders Gather in New York: Data and Analytics is Creating 'HR's Big Moment'](#), by Stefanie Cross-Wilson
- [Making the Most of 'Big Data'](#), by Ringo Lau & Tom Storey
- ['Big Data' - Views from China HR Leaders in Shanghai](#), by Ben Davies
- [Top 10 HR Trends in Turkey](#), by Andrew Bailey
- [Indonesian HR Leaders Discuss 'Big Data' in Jakarta](#), by Graham Tollit
- [Singapore HR Leaders Discuss Key Talent Development Programmes](#), by Carrie Gray
- [Fiona Jury Joins The Chapman Consulting Group](#), by Matthew Chapman
- [Talent Acquisition: Can Success be Measured?](#), by Tim Spriggs
- [Should HR Invest in 'Big Data'?](#), by Henri Parmentier
- [Human Resources Global Salary Report, January - March 2014](#), by Kirsty Jucker & Oscar Fuchs
- [The Chapman Consulting Group Wins Enabling Employees Award](#), by Ben Davies
- [HR and Big Data – a Match Made in Heaven?](#), by Tim Rayner

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 & S Asia**

- Shortlisting: [Regional HR Director](#), based in Singapore or Sydney
- Upcoming: [Regional HR Leader](#), based in Kuala Lumpur
- Shortlisting: [Group Head of HR](#), based in Jakarta
- Shortlisting: [HR Director, Commercial](#), based in Philippines
- Upcoming: [Business HR Lead](#), based in Bangalore

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#### **China & HK**

- Shortlisting: [Greater China HR Head](#), based in Beijing
- Upcoming: [Greater China Head of Training and Development](#), based in Shanghai
- Upcoming: [North Asia HR Director](#), based in Shanghai or Beijing
- Upcoming: [Greater China Talent Acquisition Director](#), based in Hong Kong
- Shortlisting: [APAC HR Head](#), based in Hong Kong

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#### **Japan & NE Asia**

- Shortlisting: [Japan Head of Talent Acquisition](#), based in Tokyo
- Shortlisting: [Global HQ Site HR Leader](#), based in Tokyo
- Shortlisting: [APAC Head of HR](#), based in Tokyo
- Upcoming: [Korea Head of HR and Future Sub-Regional HR Leader](#), based in Seoul
- Interviewing: [Greater China HR Director](#), based in Taipei

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**Australia & Pacific**

- Upcoming: Head of Learning and Organisation Development, based in Sydney
- Shortlisting: Regional Head HR, based in Melbourne
- Upcoming: South Asia Pacific HR Director, based in Sydney
- Interviewing: Australia & New Zealand Regional C&B Expert, based in Brisbane
- Shortlisting: Global Employee Engagement Lead, based in Sydney or anywhere in APAC

**Middle East & Africa**

- Upcoming: APAC & Middle East Head of Talent, based in Dubai, UAE
- Upcoming: Middle East Compensation & Benefits VP, based in Dubai, UAE
- Shortlisting: Middle East HR Leader, based in Dubai, UAE
- Upcoming: Talent Acquisition Lead MEA, based in Abu Dhabi, UAE
- Shortlisting: HR Lead, based in Johannesburg, ZA

**Europe**

- Shortlisting: International HR Director, based in Frankfurt, DE
- Shortlisting: Europe HR Head, based in Madrid, ES
- Shortlisting: HR Director, based in Istanbul, TR
- Upcoming: Global HR Director, based in London, UK
- Upcoming: Global Head of Performance Management, based in London, UK or Amsterdam, NL

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**The Americas**

- Shortlisting: North America Human Resources Director, based in Boston, US
- Interviewing: Latam Regional Head of Human Resources, based in Florida, US
- Shortlisting: Director, Global HR Operations, based in San Francisco, US
- Shortlisting: Sr. Director HR - Global Logistics, based in San Francisco, US
- Shortlisting: Sr. Director Integrated Talent Management, based in San Francisco, US

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.