

Global HR Newsletter September / October 2014

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The Chapman Consulting Group

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Welcome to ChapmanCG's 37th Global HR Update.

As we head toward the calendar year-end and begin to set our sights on 2015, we are seeing the emergence of some very senior and complex HR mandates around the world. Increasingly we are being asked to perform complicated cross-border and indeed cross-continent searches, as HR becomes more sophisticated and internationalised for many organisations. It has always been our ethos at ChapmanCG to track HR talent who are currently in one country, but who have prior experience in another country or region. Lately even we have been surprised by how intensively this philosophy is being played out in reality. Many of our searches, particularly at the global level in North America and Europe, now rely on tracking HR talent outside of their home market, who may return home or who may move on to another relevant market. A significant percentage of our alumni, now approaching 100,000 HR leaders across the globe, have had experience in more than one region.

On the subject of global-level searches, this last quarter has seen the biggest spike in the number of International, Regional and Country HR searches that we have handled across Europe and The Americas, with particular growth in Switzerland, Germany and the UK. In North America our busiest geographies remain New York and San Francisco. In August, Stefanie Cross-Wilson and Matt Chapman made a presentation on key HR trends to our North American HR alumni, via the Corporate Executive Board (CEB). ChapmanCG will be soon be launching its Quarter four HR update webinar for our East and West Coast audience in mid-November, and our HR Leader networking groups in London, Amsterdam, Zurich and Istanbul will be taking place the same month. Across the world, we are also being asked to speak at more corporate annual HR team meetings to share our knowledge of the global HR talent market. We particularly enjoy sharing practical, on-the-ground insights, and look forward to continuing to add value to our closest HR network in these ways.

In Asia Pacific, we continue to be involved in some challenging senior HR searches across the entire region. Singapore, Southeast Asia, Korea and India all remain key areas of focus. Interestingly, we have recently increased our engagement on international roles in Australia, with a number of Australian companies seeking globally minded talent to be based in Sydney and Melbourne. Australian HR talent is very well represented around the globe, in particular across Asia, so we have enjoyed connecting these people back into their home turf. Matthew Chapman, Fiona Jury and Felicity Gray will be in Sydney in November hosting our HR Leader networking groups there.

Of all the other key markets across Asia Pacific, China and Japan also deserve a special mention in this update. The unabated growth of the China HR market continues to keep our China team busy, now consisting of Ben Davies, Tim Spriggs, Katherine Qu, Justin Chen and Ringo Lau. We begin our 14th HR leader networking series in Shanghai and Beijing in early November, and these sessions are sure to see record numbers. In Tokyo and Yokohama, Oscar Fuchs and Yan Sen Lu have been busy connecting with HR leaders over the last two months. Networking activities continue during October and November, with Oscar Fuchs also speaking at the Personnel Managers Club (PMC) in November to discuss how Japanese HR talent can continue to internationalise and integrate into the global HR community.

In other news, we hope you are enjoying the “MyChapmanCG” personalisation tools launched in August. If you have not signed up, please do so at www.chapmancg.com. The ChapmanCG presence on LinkedIn, Facebook and Twitter are also vital tools for staying connected with developments in international HR. Finally, you may have seen in communications that our CEO, Matt Chapman, made it to the finish of his sixth ultra-marathon across Madagascar last month. The run raised a significant amount of money for The Tommy Lim Initiative, our corporate charity. If you wish to donate, please go to <http://tommyliminitiative.org>. As a core part of our successful global team of 70, ChapmanCG employs around 20 individuals with physical disabilities. For the time being, The Tommy Lim Initiative remains focused on liberating the physically disabled community in Singapore, but we ultimately plan to make this focus more international. For more information contact Carrie Gray, our COO, on cg@chapmancg.com.

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

- [Human Resources Global Salary Report, July-September 2014](#), by Kirsty Jucker & Oscar Fuchs
- [CHRO's Global HR Trends for 2015](#), by Stefanie Cross-Wilson & Tim Rayner
- [Taking a Risk on Talent](#), by Siew Chin Foo
- [Suncorp Group: A Case Study on HR Innovation in Australia](#), by Fiona Jury
- [Effective Teams – What Business Can Learn from Sport](#), by Tim Spriggs
- [Hong Kong Market Briefing](#), by Ben Davies
- [Katherine Qu Joins ChapmanCG as Director in Singapore](#), by Ben Davies
- [The Secret Behind Direct Sourcing in Japan](#), by Yan Sen Lu
- [What Yoga has Taught me About HR](#), by Justin Chen
- [The Impact of Big Data on Human Resources in Turkey](#), by Andrew Bailey & Matt Chapman
- [How to Get the Most out of 'MyChapmanCG'](#), by Carrie Gray
- [Matthew Chapman and Stefanie Cross-Wilson Speak at Corporate Executive Board](#), by Matthew Chapman & Stefanie Cross-Wilson
- [ChapmanCG Launches Website for Tommy Lim Initiative: CEO Matt Chapman Races Across Madagascar to Raise Funds](#), by Matthew Chapman & Laura Cook
- [CEO Matt Chapman Conquers the Desert in Madagascar](#), by Matthew Chapman & Laura Cook
- [ChapmanCG's Jovin Tan and Qian Yin Yap Bring Home the Gold](#), by Matthew Chapman & Laura Cook

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

Europe

- Shortlisting: [Global Head of HR Operations & Corporate HRBP](#), based in Zug, CH
- Shortlisting: [EMEA Head of Learning](#), based in Brussels, BE
- Shortlisting: [Europe HR Director](#), based in London, UK
- Interviewing: [Europe HR Director](#), based in London, UK
- Interviewing: [Regional HR Director](#), based in London or Midlands, UK
- *Please click [here](#) to view more jobs in this region*

The Americas

- Upcoming: [Latin America Regional HR Head](#), based in Mexico City, MX
- Shortlisting: [Brazil Head of Human Resources](#), based in São Paulo, BR
- Shortlisting: [U.S. HR Business Partner](#), based in Las Vegas, US
- Shortlisting: [Senior Director Integrated Talent Management](#), based in San Francisco, US
- Interviewing: [Head of Global HR Operations & HRIS](#), based in San Francisco, US

Singapore & Southeast Asia

- Upcoming: [Indonesia HR Head \(startup\)](#), based in Jakarta, ID
- Shortlisting: [Global Head of HR, Shared Services](#), based in Chennai, IN or Kuala Lumpur, MY
- Interviewing: [Asia Pacific Middle East Senior HR Director](#), based in Singapore
- Interviewing: [Asia Pacific HR Head](#), based in Singapore
- Interviewing: [Myanmar Head of HR](#), based in Yangon, MM
- *Please click [here](#) to view more jobs in this region*

China & Hong Kong

- Upcoming: [International HR Director](#), based in Hong Kong
- Shortlisting: [International HR Director](#), based in Shenzhen, CN
- Interviewing: [Country HR Director](#), based in Shanghai, CN
- Interviewing: [Greater China Recruitment Head](#), based in Shanghai, CN
- Interviewing: [International Compensation & Benefits Lead](#), based in Hong Kong
- *Please click [here](#) to view more jobs in this region*

Japan, Korea and Taiwan

- Upcoming: [Korea HR Director](#), based in Seoul, KR
- Upcoming: [Country HR Lead](#), based in Taiwan, TW
- Shortlisting: [Japan HR Director](#), based in Tokyo, JP
- Interviewing: [Regional Head of Talent and Communications](#), based in Tokyo, JP
- Interviewing: [Japan and Korea HR Head](#), based in Tokyo, JP
- *Please click [here](#) to view more jobs in this region*

Australia & Pacific

- Upcoming: [HR Operations Lead](#), based in Melbourne, AU
- Shortlisting: [Head of Organisational Development](#), based in Sydney, AU
- Shortlisting: [Divisional HR Director](#), based in Sydney, AU
- Shortlisting: [Asia Pacific HR Leader](#), based in Melbourne, AU
- Shortlisting: [Talent and Employee Relations Manager](#), based in Wodonga, Victoria, AU

Middle East & Africa

- Upcoming: [Middle East Africa OD & Talent Lead](#), based in Dubai, UAE
- Upcoming: [Africa HR Leader](#), based in Johannesburg, ZA
- Upcoming: [Country Head of HR](#), based in, Istanbul, TR
- Shortlisting: [HR Lead](#), based in Istanbul, TR
- Interviewing: [APAC & Middle East Head of Talent](#), based in Dubai, UAE

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.