

Global HR Newsletter
May / June 2015

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The Chapman Consulting Group**May / June 2015**

Welcome to our Global HR Update for May/June 2015.

Over the past weeks, ChapmanCG has run peer-to-peer HR Leaders networking groups at the CHRO and VP levels in the U.S. and Europe, at the regional Corporate HR level in Dubai, Hong Kong, Singapore, Shanghai and Sydney, and at the Country HR Team Leadership level in over a dozen other locations. After more than 50 HR leader groups across more than 30 countries, we've had the privilege of synthesising a lot of detail about some of the current HR trends taking place around the globe at this time, as well as sharing our own observations in our specialisation of senior HR search. We hope you'll have a chance to read some of the write-ups in this edition of our Global HR Update.

To focus on just two examples, below is a brief summary of what we've recently been seeing in the spheres of Technology and Talent Management.

Technology

- We're seeing technology play an increasing role in HR analytics and communications. HR Analytics will become one of the key skillsets to keep an eye on in the future.
- Among HR leaders, the continued pace of data and technology development is upping the ante on the level of process and analysis capabilities demanded from progressive HR practitioners.
- We saw a company create a new platform to 'crowdsource' new ideas and policies from employees across the world, shifting the company's traditional top-down decision-making culture.
- We're seeing a new focus on 'reverse mentoring', allowing younger employees to coach senior management about the use of technology, devices and social media tools.
- Technology is also continuing to enable more remote working and hot-desking environments, allowing for a complete rethink of corporate space and working behaviours.
- Massive and continued HR transformation is rife particularly in the Banking sector, which continues to undergo reform.

Talent Management

- More companies are following the growing trend of walking away from the annual talent review process, decoupling it from the compensation review process and shifting towards a system of on-going talent assessment and feedback.
- The question mark remains around how to successfully implement this new process, both from a culture change perspective, but also in terms of the new systems and processes.
- Talent searches are now often favouring generalists with the "capability" to perform talent interventions, as opposed to pure talent specialists, who in many cases may be stronger on theory than practical application.
- Within leadership development, we're seeing a new focus on building entrepreneurialism, rather than just putting people through traditional management training and MBA programs.

In this newsletter ChapmanCG welcomes two new Directors: Anna Taylor, based in France, and Dona Battat in London. We are also pleased to welcome Albert Kwong, our new Chief Financial Officer for the ChapmanCG Group of companies. You can read more about them here: <http://chapmancg.com/about-us/team>. We hope you enjoy our rich list of articles and news in this edition.

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

- 'Storytelling on Steroids' and other Innovative HR Techniques: Global HR Leaders Meetings in the Netherlands and Scandinavia, by Oscar Fuchs
- HR at Facebook, by Matthew Chapman
- Paris HR Leaders on Global HR Innovation, by Henri Parmentier
- European HR Market Snapshot, by Tim Rayner
- Why Not Split Global HR into Two Groups: One for Growth and the Other for Sustainability?, by Oscar Fuchs
- Dubai HR Groups a Success, by Matthew Chapman
- Innovative Global HR in Switzerland, by Kirsty Jucker
- HR Innovation in Shanghai, by Katherine Qu
- Blurring the Lines of the Traditional Employer/Employee Relationship in Hong Kong, by Oscar Fuchs
- Innovations in Talent Management in Australia, by Fiona Jury
- Dona Battat Joins The Chapman Consulting Group as Director in London, by Ben Davies
- Anna Taylor Joins ChapmanCG as Director in France, by Stefanie Cross-Wilson

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, Middle East & Africa

- Upcoming: Regional Head of HR Operations, based in London, United Kingdom or Germany
- Upcoming: EMEA HR Director, based in Zurich, Switzerland
- Upcoming: HR Lead, based in London, United Kingdom
- Shortlisting: Europe HR Lead (Interim), based in London, United Kingdom
- Interviewing: DACH Human Resources Director, based in Dusseldorf, Germany
- *Please click [here](#) to view more jobs in this region*

The Americas

- Shortlisting: North America Head of HR, based in United States
- Shortlisting: VP Human Resources, based in United States
- Interviewing: SVP Human Resources - Business Process Outsourcing, based in United States, India or Philippines
- Interviewing: Chief People Officer, based in United States
- Interviewing: VP Human Resources, based in Atlanta, United States
- *Please click [here](#) to view more jobs in this country*

Singapore & Southeast Asia

- Shortlisting: [SEA Human Resources Director](#), based in Kuala Lumpur, Malaysia
- Shortlisting: [Global HR Head](#), based in Singapore
- Shortlisting: [Group Head of Compensation](#), based in Singapore
- Shortlisting: [Indonesia Talent Acquisition Head](#), based in Jakarta, Indonesia
- Interviewing: [North Asia HR Leader](#), based in Manila, Philippines
- Please click [here](#) to view more jobs in this region

China & Hong Kong

- Upcoming: [HR Director](#), based in Shanghai, China
- Interviewing: [Senior HR Business Partner](#), Shenzhen, China
- Interviewing: [China Head of Learning & Development](#), based in Shanghai or Beijing, China
- Interviewing: [Asia Pacific HR Head](#), based in Hong Kong
- Please click [here](#) to view more jobs in this region

Japan, Korea & Taiwan

- Shortlisting: [International Head of HR](#), based in Seoul, Korea
- Interviewing: [Taiwan Head of HR](#), based in Taipei, Taiwan
- Interviewing: [Japan Head of HR](#), based in Tokyo, Japan
- Interviewing: [Global CHRO](#), based in Tokyo, Japan
- Interviewing: [Regional Senior HR Business Partner](#), based in Seoul, Korea
- Please click [here](#) to view more jobs in this region

Australia & Pacific

- Shortlisting: [Head of Inclusion & Diversity](#), based in Sydney, Australia
- Interviewing: [Global Head of Remuneration and Benefits](#), based in Melbourne, Australia
- Interviewing: [APAC HR Leader](#), based in Sydney, Australia

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.