

Trends and Moves

HR Newsletter

Q3 2013

HR Director Commentary & Moves Route to the Top Insights

Russell Reynolds Associates recently analyzed the career patterns of CHROs in Hang Seng Index constituent stock companies (HSI companies), as well as regional HR Leaders of MNCs based in Hong Kong and Singapore. We researched the experiences and underlying capabilities that define the “route to the top,” and how that route has changed in recent years.

The most interesting insight from this research was the turnover rates of MNC APAC HRDs. Over 60% of both Hong Kong and Singapore MNC HR leaders have been appointed in the last three years, less so for HSI companies. The study also showed that 52% of Hong Kong regional HRDs are recruited externally, indicating a real shortage of local talent. It is additionally compelling that 60% of Hong Kong MNC HRDs are non-Asian.

When analysing experiences and underlying capabilities of HR leaders, it was found that CHROs from HSI companies were more business-oriented, often with backgrounds in General Management and Finance. This contrasts with MNC APAC HR leaders, who were found to be more technically trained, with specific experiences in Talent, Training and Recruitment. Through further analysis it was evident that demand for General Management experience has decreased over the past 3 years, implying that the role of CHRO is becoming increasingly specialised towards meeting the CEOs’ needs in a region where talent is an increasingly quantifiable competitive advantage.

People Moves

GLOBAL MOVES

Aviva | Aviva has appointed **Christine Deputy** Group HR Director. Prior to joining Aviva, Ms Deputy was HR Head for Global Retail and Business Banking at Barclays.

CACI | CACI has appointed **Larry Clifton** Chief HR officer. Mr Clifton had been Acting CHRO since February, during which time he worked closely with the executive team. He joined the organisation in 2000 after serving with the U.S. Air Force.

Hästens Sängar | Hästens Sängar has appointed **Daniel Alfonso** Global VP of Human Resources. Prior to joining, he held the role of Talent Director EMEA with Avon Cosmetics. Mr. Alfonso started his new role in June 2013.

Johnson and Johnson | Johnson and Johnson has appointed **Rosemary Reilly** Global HR Director – Enterprise. She has been with the company since 2008 in roles including HR Director and Global HR Director for Medical Devices and Diagnostics.

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ASIA PACIFIC MOVES

Disneyland Shanghai | Disneyland Shanghai has appointed **Lara Tiam** Head of HR. Ms Tiam joined from Intel, where she acted as HR Director for APAC, Greater China and Japan.

Kate Spade | **Maria Tsang** has been appointed HR Director for Kate Spade, covering Greater China and Southeast Asia. Before this, she held the role of HR Director at Gucci Group Asia-Pacific. She joined Kate Spade in April 2013

Metropolitan Life Insurance Korea | **Sang Soo Kim** has been appointed Head of HR for Metropolitan Life Insurance Korea. She joined from Warnaco in June 2013.

Ralph Lauren | **Laurence Chi** joined Ralph Lauren as Senior Vice President of Human Resources Asia. Mr Chi joined from SC Johnson in March 2013, where he was Senior Director for Asia HR.

Swiss Re | **Margaret Choi** has joined Swiss Re as Director of Talent Management and Learning in Asia, based in Hong Kong. She joins from Lee Kum Kee Group where she was Director of Organisational Development.

Takeda | Takeda has announced that **David Osborne** will take the role of Senior Vice President, Global HR Officer. Mr Osborne is moving from Hilton Shanghai, where he held the position of SVP Global Operations and Development. He started his new role in May 2013.

Tory Burch | **Yi Zhang** has joined Tory Burch as Regional HR Director for Asia. Mr Zhang joined from Schneider Electric, where he led the Global Talent Acquisition, Talent Development and Employer Branding practice. Mr Zhang started his new role in April 2013.

Unilever Asia-Pacific | **Betty Lau** has joined Unilever Asia-Pacific as Global Learning Director. She joined the organisation from Novartis China in June 2013.

Leadership, Succession and Search | Russell Reynolds Associates is a global leader in assessment, recruitment and succession planning for Chief Executive Officers, boards of directors, and key roles within the C-suite. With more than 300 consultants in 41 offices around the world, we work closely with both public and private organizations across all industries and regions. We help our clients build boards and executive teams that can meet the challenges and opportunities presented by the digital, economic, environmental and political trends that are reshaping the global business environment. www.russellreynolds.com. Follow us on Twitter: [@RRAAonLeadership](https://twitter.com/RRAAonLeadership)

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