

Trends and Moves

HR Newsletter

Q3 2013

HR Leaders in China

The CHRO in China is evolving to take a more strategic approach. In today's business landscape, the expectations of the CHRO are higher than ever as CEO's seek advice and guidance on the human aspects of the business.

However, the CHRO role is difficult to fill in China due to the high velocity environment and the competitive talent market. Recent research carried out by Russell Reynolds Associates shows that not only are Chinese HR leaders better educated than their Western counterparts, they are also increasingly likely to have general management experience and to have spent more time overseas than their predecessors. The top criteria for HR leaders in China now includes strategic decision making, leadership and business partnership capabilities. Several companies are now addressing this issue by rotating their HR leaders into temporary GM programs.

CHROs undoubtedly make an important contribution to business success. HR management remains a relatively young discipline in China, but it is developing quickly. Given the unique characteristics of the China market, perhaps China will bypass some traditional HR thinking and establish best practices worldwide.

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People Moves

ASIA PACIFIC

BHP Billiton | Mike Fraser has been appointed President, HR at BHP Billiton. Fraser joined BHP Billiton in 2000 and has held several roles within the organization, most recently Group Head of HR.

Dairy Farm | Tongwen Zhao has been appointed Group HR Director at Dairy Farm. Before joining the group she worked for Rentokil Initial, where she was APAC Regional HR Director.

Dr Reddy's | Dr Reddy's has appointed **Sripada Chandrasekhar** President and Global Head of HR. Prior to joining Reddy's, Chandrasekhar worked with IBM in India as VP and Head of HR for India/South Asia.

Hill+Knowlton Strategies | Veronica Tan has been appointed Asia Regional HR Director of Hill+Knowlton Strategies, and will be based in Singapore. Prior to her appointment, she was HR General Manager at Jones the Grocer International.

Knorr-Bremse | Benjamin Wong has joined Knorr-Bremse as HR Director for Asia Pacific. Prior to joining Knorr-Bremse, Wong was Director of HR for United Technologies.

Philippine Stock Exchange | The Philippine Stock Exchange has appointed **Isabelle Ambat** HR Chief. Ambat replaces Sebastian Olaivar who was let go in June.

RHB Capital | RHB Capital has appointed **Jamaluddin Bakri** Director of Group HR. Prior to joining RHB, Bakri was Group Head of HR for IHH Healthcare Bhd.

SAP | Jairo Fernandez has been named HR VP Asia and Japan for SAP. Prior to his promotion, Fernandez held the role of HR VP for the Latin American and Caribbean region.

Y&R Group | Yee Poh Ling has been promoted to SVP Human Resources APAC for Y&R Group. Poh Ling Joined Y&R Group in 2009 from ESPN Star Sports.

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