

IRC Regional Meeting Singapore Monday 8th and Tuesday 9th March 2010

Minutes

Provided by Malcolm Duncan, Asia Pacific Regional Leader

Meeting at HR Partners / IRC offices Singapore

Discussion of regional trends in Australia, India, Japan, China, Singapore, Hong Kong and Taiwan – all participants commented on the improvement in the search market since mid August 2009. Some sectors in the region had continued with strong demand (telco, lifescience, healthcare, biotech and insurance) while others had only remerged in the latter part of 2009 (banking, finance and professional services), along with a recent rebound in technology.

In particular, China and India had continued to grow strongly while Singapore and Australia had experienced contraction from the start of 2009 to mid August 2009.

2010 had seen a strong start for all regional participants.

We discussed recent developments, joint business developments and regional marketing plans for the 2010 year. This primarily involved building on our regional marketing material including standardising marketing materials and developing a brochure focussed on the Asia Pacific region to be aligned with IRC's new global marketing material. The outcomes from this will be a common card for the IRC regional leader in line with the IRC business cards of board members and the production of a brochure educating around regional capability. In addition we held a number of joint marketing meetings listed below during the week of our meeting.

- GE Energy
- Bank of America - Alok Kochar, Managing Director Singapore & Head of Institutions
- ANZ Bank – Andy Willshaw, Asia Pacific Lead of Recruitment.
- Accenture – Meeting Robert Hohnen, Geographic Services.
- Celestica – Martin Tando, Asia Recruiting.
- Susan Newton, EMC APAC HR.
- Sun Microsystems – Jim Khoo, Regional Director.
- Aspect Software – Steve Michaud, VP Global Services.
- BT – Douglas Peris, VP APAC Service Ops.
- VMWare – Jim Lenox, GM Asia South.
- BMC Software – Chip Salyards, APAC Sales Hd.
- Nokia Siemens – Ricky Corker, APAC Head.
- Epicor Software – Bryan Tan, VP Sales Asia.

- GE Healthcare
- Mundipharma
- Rockwell Automation
- GPAC – Soh Yeow Beng, Group Human Resources Manager
- Electrolux – Christelle Querry, VP sales, Asia-Pacific

Outcomes

We agreed to a different fee split for the Asia region in the event the client expects then consultant to be very involved in the entire search process including interviewing the candidates and managing the candidates.

The brochure - we will either print this or use it online and in marketing.

A better appreciation of our regional capability and industry/sector strengths through Australia, Singapore, India, Hong Kong, China and Japan.

Major focus of the meetings was technology, professional services, wholesale banking and industrials.

We have also decided to appoint Account Managers to global/regional accounts and through doing this can cross-pollinate skills and networks through our different offices, to deepen product knowledge in each region eg. I will be Account Manager for ANZ Bank and we have made a formal pitch to be part of the search panel that carries out all their work in Institutional Banking in Singapore, Hong Kong and India.

The meeting was very positive - we will continue to meet within the region at least once on an annual basis and have mutually decided to invest in the time and travel required to support each other on securing and executing on dedicated projects.

We already have a proposal between Singapore and Australia for a Global Sales Manager and a follow up meeting via phone with ANZ between Australia, Singapore and India for Institutional Banking work. This supports a current assignment referred into Australia from Singapore for a Country Manager for Electrolux.