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Singapore



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Greeting

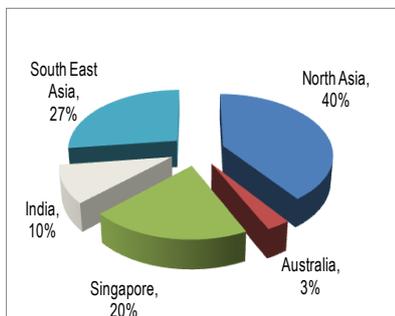


Dear Colleges,

a warm greeting from Singapore, known as the Lion city. Today, the island counts around 5 million inhabitants and it's a multicultural nation par excellence. With just 2,9 million born Singaporeans, the rest floods in from all over the world. Currently 7,000 Germans live and work in Singapore. The vibrant atmosphere of highly developed business areas as well as authentic touches of different cultures blends peacefully into one city. With its location close to Malaysia and other parts of South East Asia as a great place to move freely, a low crime rate, warm weather with an average temperature between 25 and 31 degree Celsius and still considered as the cleanest Asian city with fresh air, we invite you to take a closer look or two on Singapore.

Doing or starting a business in Singapore is greatly favored by multiple good conditions to begin with. Despite the fact that Singapore is just as large as Berlin and is not given with any noticeable natural resources, it is however acknowledged as one of the most economically prosperous countries not just in Asia but globally. Being the fourth largest financial center in the world, Singapore is maintaining a high annual growth rate of 7%. It is politically stable and has one of the most attractive taxation policies for investors. What's more for business? It's transship port is ranked the second busiest in the world, just after Shanghai. As the most convenient hub for Asia Pacific businesses, more than 1,200 German companies set up a regional office, branch, subsidiary, manufacturing facility or representative office here.

Diagram 1



No wonder Kienbaum decided in July 1997 to set up an office here. This regional headquarter is located in the heart of Singapore and closest to the developments and trends. Kienbaum Asia provides their clients with great market insights and professional support in Executive Search and Assessment services across Asia Pacific region. With offices in Shanghai, Bangkok and Singapore, Kienbaum serves clients from China, Japan, Malaysia, Philippines all the way to Australia (see Diagram 1 for the distribution). Specializing in searches for top management or senior positions across all industries, we have placed 1,000 candidates successfully since. Our success lies in a profound understanding of how different markets and cultures work, as well as extensive communication and long-distance travels. Just to give you an imagination of the dimension, we cover half of the population of the world, and a radius of "5 to 7 flying hours" to the north, Beijing in China, south to Australia or west to Mumbai in India.

Being the Asia Pacific headquarters, we will give you a brief insight of what we are currently working on and would be pleased to take you "tour around" our subsidiaries in China and Thailand in the following newsletters..

We sincerely welcome you to our office whenever you stop by in Singapore.

Mr. Franz Josef Kleideitert
Managing Director, FJK Consultants Pte Ltd

Team

Currently our Team includes three researchers as well as two associate directors and the managing director



From the left :

Lim Siew Khim (Project Assistant)
 Mercedes Yeo (Researcher)
 Sabine Schuler (Associate Director)
 Franz Josef Kleideitert (Managing Director)
 Grace Chia (Researcher)
 Chee-Yin Liew (Associate Director)

Competencies of the team

Franz-Josef Kleideitert
 (Managing Director)



- » Managing Director and Owner of FJK Consultants Pte Ltd, which he founded as a Kienbaum spinoff in 2002. His 36 years of professional experience include 21 years in HR and Line Management and most recently 15 years of HR management consulting.
- » His focus is on executive search for various industries (eg. chemical, automotive, industrial) across all functions, including national and international top management. Prior to FJK, he was the Head of the Frankfurt office as well as the managing director of Kienbaum in Singapore.
- » Before turning to the field of Executive Search, he held HR Director and HR specialist positions in companies such as Digital Equipment, Stinnes/Schenker and a Managing Director position at Thomson CSF Medical.
- » Franz-Josef graduated in Economics with majors in Human Resources Management and Marketing from the University of Bielefeld, Germany, is fluent in German and English and has lived in Germany and Singapore.

Sabine Schuler
 (Associate Director)



- » Currently responsible for our HR Management Consultancy solutions in Asia Pacific. Before moving to Singapore in 2004, she worked with a number of international HR consultancies for corporate clients from various industries in Central, Eastern and Southeastern Europe.
- » For the last 12 years, she has been providing consulting services to her mainly internationally operating clients on subjects across the entire range of Human Resources, including management diagnostics, HR process re-engineering, recruitment, trainings, feedback systems, executive search, compensation and benefits management and outplacement. She has managed projects in the fields of management diagnostics, recruitment, outplacement, retention and training.
- » Sabine holds a Masters Degree from the University of Mannheim in Business Administration and Political Science. She is fluent in German and English and has lived in Germany, Singapore and USA.

Chee-Yin Liew
(Associate Director)



- » He currently is the Associate Director for executive search and brings with him more than 20 years of corporate experience in the building, manufacturing and environmental management sectors. He has held senior management positions for both Multi-National Corporations (MNC) and Small & Medium Enterprises (SME).
- » Given his wide experience in the industrial sector, Chee-Yin brings with him an extensive network of contacts in the region, good knowledge of requirements for senior management positions in General Management, Sales & Marketing, Manufacturing, OHSE, Customer Service and Project Management.
- » Chee-Yin holds a Bachelor in Civil Engineering from Swinburne Institute of Technology, Australia and a Graduate Diploma in Marketing Management from the Singapore Institute of Management.
- » He has lived and worked in varied places such as Singapore, Malaysia, Vietnam, Thailand, Indonesia, Sri Lanka and India.

Recent Placements and Clients

Executive Search Projects

- » Product Specialist, leading manufacturer of products and services for the healthcare sector
- » Country Head India, manufacturer of products and services for the health care sector
- » Head of Communications India, global leader of advanced materials
- » Sales & Marketing Manager South East Asia, world leaders in advanced materials technology
- » Confidential Search, global leader in advanced materials
- » Sales Director Asia Pacific, leading producers of natural and nature-identical biodegradable ingredients
- » Four Application Manager, producer for products for various applications within the industrial environment
- » Managing Director, leading manufacturers of high quality ingredients
- » Head of R&D, producer of high-tech production systems for the manufacture of a wide range of semiconductor components
- » Quality Manager, leading supplier for metal construction

Human Resource Management Projects

- » Assessment of participant potential for development into a corporate leader position, globally leading company both in the consumer and industrial businesses
 - » Recruitment Assessment center for a director of the strategic planning office in Asia, globally leading company both in the consumer and industrial businesses
 - » Group development center, globally leading international retailing company
 - » Individual development audits to assess potential for management level 2, leading diversified industrial group
 - » Individual development centers on director level, innovative developer and manufacturer of switches and switching systems
 - » Interview trainings, various clients
 - » New placement for a Managing Director from the automotive industry
 - » New placement for a Manager from a leading, innovative provider of plastics solutions
 - » Individual Assessment centers in the chemical and automotive industry
 - » Executive Coaching for senior managers in the automotive industry
-

News



Brand new HR Trends survey 2012 released

Kienbaum – FJK Consultants conducted the very first HR Trends survey across Asia. To obtain a profound insight, we questioned HR professionals and managing directors from China, Hong Kong, Taiwan, that make up Greater China, Thailand and Singapore across different industries. 216 companies participated, whereas 80% count as MNC's with their headquarters in Germany or the US as well as 20% local companies.

The key finding out of the survey is that HR challenges are consistent across continents as we compared the results of the Asian survey with those stated in the German HR Trends Survey 2011. The quality of leadership and talent management continue to be the most important HR topics. Employer branding will tremendously gain importance in Asia as well as in Germany. Numerous Asian companies have set up concrete activities already, but do not control their results yet.

Concerning recruiting methods, traditional selection tools such as interviews and reference checks prevail. Well established and valid selection tools such as psychometrics, assessment center or management audits are not used widely in Asia. This phenomenon presents us a great business opportunity in which we can assist potential clients in filling the gap in their recruitment process.

The survey confirmed our overall impression as research experts, that financial benefits are not perceived as the most effective retention measure but development oriented actions.

For further information or request for the survey, please contact: sschuler@kienbaum.com.sg.

Invitation to our Roadshow on “Talent recruiting and retention in China”

As a social and economically uprising country, many German companies emerge into the Chinese market. Though, there are lots of challenges especially facing recruiting and retention of local talents.

In cooperation with the German-Chinese Business Association (DCW), the Kienbaum China and Singapore Office will give an insight on recruiting and retention matters in China. Experienced consultants and a company manager will share case studies on how to recruit talents and to cope with requirements on staffing in China.

The agenda includes:

- » Success Factors in Recruitment in China with the Chief Representative Kienbaum China
- » Presentation of the results obtained in the HR Trends Study China 2012
- » Insight on retention in China, especially highlighting monetary values, beneficitation systems and human resource developing measures
- » Retention management beyond theory, insights from a company perspective

Date and time:

11.01.2012 in Dusseldorf starting at 4pm

13.01.2012 in Nurnberg starting at 4pm

16.01.2012 in Munich starting at 4pm

17.01.2012 in Stuttgart starting at 1pm



For further information and registration please contact Franz-Josef Kleideitert:

fjk@kienbaum.com.sg

You and your clients are cordially invited to participate in one of the events!

Review and Outlook



In tribute to our Thai colleagues from Bangkok, we'd like to share some information on how the flood affected their business and daily routine. As most of their clients had to cope with this dramatic situation, business slowed down rapidly to nearly zero. Our colleagues greatly served social service around town for the Red Cross, local organizations as well as affected clients such as Coca-Cola. By today, work mostly went back to normal.

The picture, actually the house of the spouse of one of our colleagues, gives you a great impression on how serious the flood was.

As an outlook on economical developments in Asia, we sure notice that companies, regardless if local ones or multinational subsidiaries keep an eye close on the tremendous, fast pace challenges in Europe. Some Search Requests were already postponed, but we're sure that economical stabilization will speed up the requests in Asia as well.

Impressum



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