

Fitco's INNOVATION OF EXECUTIVE SEARCH SERVICE

Fitco combining IChing with Executive Search

IChing (The Book of Changes) was transcribed approximately 5000 years ago in China's 1st ever capital city that is today named AnYang which is located in Northern Henan Province only 2 hours by high speed train from Beijing and 6 hours from Shanghai. AnYang was formerly called YouLi when the book was authored by the highly popular among the people, Zhou WenWang, which motivated a fearful Emperor Shang Zhou to imprison him. This turned into a blessing for mankind for during his 8 year incarceration he studied astrology and the workings of the world and wrote "ZhouYi " which is the Chinese name for the Book of Changes in which he conceived the 64 hexagrams which contain earthly wisdoms that are the foundations of IChing and contained truths applicable to harmony and survival at a time of minimal technology when humans lived close to nature. No other writing has had such a major influence on China's history and culture for leaders such as Confucius and Chairman Mao were both deep believers and both Yin & Yang and Feng Shui are 2 of IChing's best known phenomenon that are widely known and acknowledged across the world. IChing's astrological teachings bear a close resemblance to Newtonian physics which is now scientifically accepted as the truth of the workings of the universe and our planets physics. Since ancient times, people have consistently explored IChing mysteries and although nowadays we have advanced science and technology, IChing still remains largely unknown to the world, a matter Fitco is striving to change with a Global IChing Center in AnYang.

Since October 2017 at our invitation, 2 of China's most experienced IChing masters have been invited from AnYang to base themselves in Shanghai and deliver weekly lectures. They are known as Mr Wu and Ms. Xing and were born and have lived in the south of AnYang where IChing originates. Over 30 years of in-depth IChing studies from astronomy to geology, on subjects such as BahChee, Six Yao and FengShui they have converted their many years of theoretical studies and practice to help illuminate individuals with their destinies and are making efforts to promote IChing culture and wisdom to the world.

IChing as Science, philosophy & methodology

Their studies on I Ching as a natural science rather than superstition have attracted many students from all over the world. According to the Masters, I Ching is a philosophy and a methodology to reveal how everything in universe both exists and operates. Their Bah Chee Forecasting and FengShui consulting Service is offering great value to Fitco's enlightened clients and candidates to apply Chinese ancient wisdom to modern society and develop corporate wellness.

The service: BahChee Forecasting & Feng Shui Consulting

The new service is appropriate for both domestic Chinese companies and individual candidates for individual & corporate wellness and work & living environment improvement and have received good feedback from our first thirty clients.

RECENT PROJECTS

CHINA

General Manager - Fashion Textile company

With the efficient search for a General Manager in China for a new client in textile industry, Fitco demonstrated both its expertise in the fashion textile industry as well as its highly refined search capacity within a niche market.



Internet Department Vice President - China's Number one retail casual food company

Fitco recently launched a search for the Vice President for the Internet Department of China's leading retail casual food company. The roles purpose is to grow the company's internet business to a higher level from its existing business of 4.5 billion RMB. Listed on the stock market since 2016, the company is confident that once the Internet Business Vice President arrives, the company will grow significantly as the online customer base potential is huge in China with its 1.3 billion people of whom 40% (540 Million) are now using the internet to purchase food.

SINGAPORE

Business Development Manager - China Telecom

Having delivered several successful candidates for key positions, Fitco has recently placed several more key appointments for China Telecom Singapore. Its Human Resource Director Mr. Liang Bo highly appreciated Fitco's diligent effort in placing excellent candidates and has provided a testimonial letter for Fitco with highly positive comments.



NEWS UPDATE

AESC visiting Fitco Shanghai Office

AESC Global President and Asia Pacific President visited Shanghai

On May 2nd, 2017, AESC Global President Ms. Karen Greenhaum and Asia Pacific President Mr. Patrick Rooney came to visit Shanghai Fitco office and had an excellent meeting with Cliff Hegan and Katherine Wang regarding deepening cooperation on promoting retained executive search to China market.

Association of Executive Search Consultants (www.aesc.org) is an organization serving as the voice of excellence for the executive search and leadership consulting profession worldwide.

In the meeting, challenges are raised such as the China market for retained search is still not mature, majority of customers still consider the finally hired candidates is the product rather than the professional search and selection service itself is a highly professional and time-consuming work that demands highly competent consultants to undertake.

AESC expressed that they welcome high-quality search firms like Fitco in China as well as in Asia to join AESC and jointly promote retained executive search as a highly professional career.

Karen Greenhaum mentioned that talent selection process such as from name gathering, long list, to shortlist is highly skillful work and we should promote our profession to businesses about the value and quality of talents that the process delivers.



Featured Interview with Faro Technology China General Manager



China Country Manager improved Faro's sales by 50%

On June 23rd, 2017, Fitco Consultant Katherine arranged a follow-up interview with Mr Wang Ke, China Country Manager for Faro Technology, in Fitco office regarding how Faro's performance improved after he had been on board for 3 years.

He was the top performer at his previous employer Nalco, switching his job for a completely different industry company like Faro was hardly possible for him. In addition, the location of new office (Shanghai) did not make it easier for him and his whole family.

"Thanks to Katherine's persuasive and inspiring conversation with me, I agreed to explore. After joining Faro, the beginning period was tough, I had spent a tremendous amount of time to learn the new technology, to understand the market, to communicate with the team, adapt to the culture, and so on. I rebuild the culture and amuch stronger team." Mr Wang said.

When we asked about his achievement in Faro since joining, he proudly answered, he was the only candidate who stayed in Faro more than 3 years, and the sales grew 50% compared to 3 years ago. "I'm still very passionate and motivated about this job, I'm really grateful to Fitco for introducing me a brand new career in Shanghai".

GIVING BACK TO THE COMMUNITY



Conference with Overseas Chinese Affairs Office of Anyang, June 12th, 2017

Fitco shows its deep dedication to making positive contributions to society.

Shanghai conference with Anyang Foreign Affairs Office

On June 12th, 2017, Director Liu, director Qin and Ms. Fan from Anyang Overseas Chinese Affairs Office came to Shanghai. Cliff and Katherine invited Dr. John Wilson, the president of The Sino-British College, University of Shanghai for Science and Technology (USST), and Dr. Dingli Shen, professor of Fudan University, for dinner to explore how to make Anyang an eco friendly sustainable international tourism city.

Everyone expressed the love of the broad and profound Chinese character culture and gave opinions on the positioning of Anyang. In the end, they achieved consensus that Anyang should be built into the pilgrimage site of Chinese characters and the world-famous landmark of cultural tourism.

Fitco MD Mr. Cliff Hegan become the Board member of Shanghai Rotary Club

On Nov 30th, 2017, Mr. Cliff Hegan is officially appointed by Shanghai Rotary Club as a Board Member of PuDong LujiaZui club. He has been proactively promoting Action For Sustainability to rotary globally about fighting against climate change, and also in 2013, he organized Shanghai Rotary Club to plant a forest in Inner Mongolia desert area. We sincerely congratulate him and with all his efforts as a life-long environmentalist will make an impact to the world for the better.

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FITCO – Your Executive Search Partner In Asia

With consultants and affiliates that span the international landscape, Fitco possesses leading expertise in the recruitment of Regional and Country Senior Executive talents.

Fitco has successfully situated APAC Directors and Country managers in China, Singapore, Japan, Malaysia, Thailand, Indonesia, India and the Philippines.