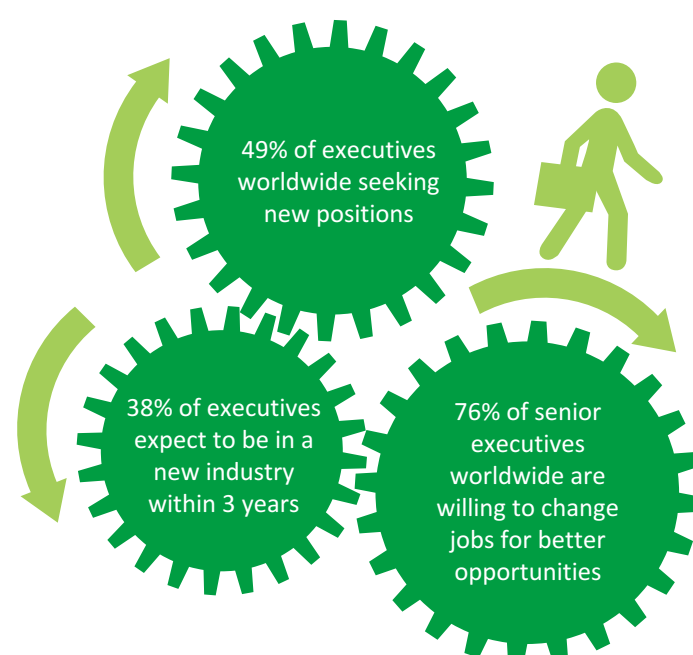


INDUSTRY TRENDS

From Consistency to Mobility

“New Survey Shows that 62% of executives expect to remain in their current industry for the next four years or more, while 38% expect to be in a new industry within three years. The BlueSteps 2013 Executive Mobility Report shows that 76% of senior executives worldwide are willing to change jobs immediately for the right new opportunity, with 49% actively seeking a new position. Executives working in the technology sector report the greatest likelihood of making a job change with 55.1% of tech executive reporting that it is very likely they would consider a new opportunity immediately. Sales & Marketing executives reported the least likelihood of making a job move right now. With just 43.8% reporting it very likely they would consider making a move. While transitioning from one industry to another at the executive level is notably challenging, that is not stopping more than one-third of executives worldwide who report they expect to be in a different industry than they are in currently over the next three years.” (Source – AESC)



From Capitalism to Talentism

“A company is only as good as the talent of its workers and today’s leaders recognize this. Whilst you may have the capital and technology, without the right talent on board, execution is constrained. Klaus Schwab, from the World Economic Forum said: *“The success of any national and business model for competitiveness in the future will be less based on capital and much more based on talent. I define this transition as moving from capitalism to talentism.”* The challenge for any CEO is to identify where talent, which is better than the competitors, is needed for the execution of strategy. This new model centers on human talent that encourages creativity, entrepreneurship and innovation-driven economic development and social progress.” (Source – Mercer)



RECENT SUCCESSES

CHINA, INDIA, JAPAN

Country Manager – Capital Equipment

- With the efficient search for a Country Manager in India for a repeat client, Fitco demonstrated both its expertise in the Asian capital equipment industry as well as its far-reaching global mandate.

SINGAPORE

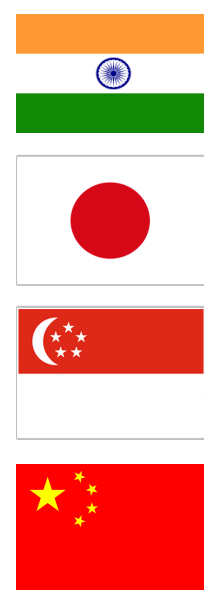
Clinic Manager & Doctor – Healthcare

- Following the seamless placement of a clinic manager for a client in 2013, the satisfied client called on Fitco again to recruit a doctor.

TAIWAN

Business Development Manager – Semi Conductor Industry

- Upon several successful mandates for key positions in China, for a client in the semiconductor industry in May 2013, Fitco was appointed by them again to find a Business Development Manager for Taiwan.



LATEST NEWS

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 Manager



Katherine Wang and Wang Ke during the interview on June 23rd, 2017.

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 fired and rehired 29 people to rebuild the culture and a much stronger team. This decision and the process were both very tough”, 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



Cliff Hegan, with a young boy awaiting a heart surgery in Suzhou Kowloon Hospital on May 6th, 2013.

Fitco shows its deep dedication to making positive contributions to society through its long-lasting partnership with the Rotary and Rotaract Clubs of Shanghai. Cliff Hegan, Managing Director, and Jack Watkins, Project Manager, represented Fitco at the following initiatives:

DPRK Topple Hunger Campaign

The campaign aims to deliver a 20 ft container of rice and soya beans to three orphanages in North Korea. Aiming to supply 25 tons of food to provide 301,000 meals to 2150 orphaned children, this initiative intends to alleviate malnutrition and stunted growth, which plagues 1/3 of children below the age of 5 in the region.

Gift of Life: Children’s Heart Surgery Program

Congenital heart disease is the number one birth defect in China. Various types of congenital heart diseases emerge when a child is born or within his or her first months of life. Gift of Life (GOL) works with several hospitals to help less privileged children who require corrective heart operations. Rotarian Cliff Hegan has generously supported the cause by donating through the Rotary Club to hospitals that will provide life-saving heart surgery for less fortunate children.

For more information visit:

<http://www.rotaryshanghai.org/projects-of-our-club/gift-of-life/>

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