

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

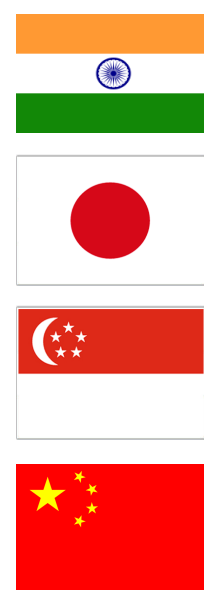
Clinic Manager & Doctor – Healthcare

- 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.



ONGOING PROJECTS

Japan

Country Manager – Capital Equipment

- Fitco has recently launched an extensive search in Japan to find a Country Manager for a client in the capital equipment industry.

Malaysia, Thailand

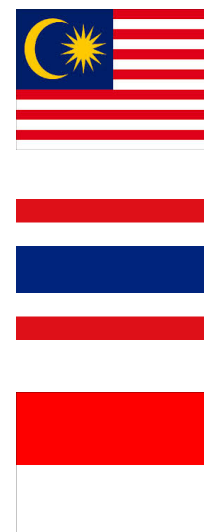
National Sales Manager – FMCG

- A long-standing and loyal client has tasked Fitco with finding a National Sales Manager in Malaysia and Thailand.

China, Indonesia

Managing Director – Media

- Fitco is now beginning a rigorous search in China for a COO position in the same industry, having placed a Country Manager in Indonesia for a client in the media industry.



LATEST NEWS



Katherine Wang's presentation at the Australian Chamber of Commerce



Cliff Hegan's talk at the Spanish Chamber of Commerce

Executive Speaker Series

How to Build a Successful Career in China

March 20th, 2013- Katherine Wang conducted a presentation on how to build a successful career to MBA & MIB students at Hult International Business School. She also presented this to professionals, expats and overseas returnees, at the Australian Chamber of Commerce. Providing practical insights on career building, the speech covered issues from leveraging the individual's unique selling points in career development, to cultural awareness.

Intellectual Property Rights in China

March 26th, 2013- Fitco was invited to deliver a talk on IP rights in China at the EU Chamber of Commerce. The stimulating and engaging session was geared at helping SMEs overcome risks by effectively hiring and managing talents.

Competing with the Big Boys – SMEs in the Talent War

May 28th, 2013- Fitco held a seminar on the talent war between SMEs and MNCs, at the Spanish Chamber of Commerce and will be doing the same at the Australian Chamber of Commerce in June 2013. The seminar was very interactive and entertaining, covering critical factors which enable SMEs to win the talent war, such as effective leadership and capitalising on the competitive edge of SMEs.

Embracing Talentism of New Century - AESC Summit in Hong Kong

May 23rd, 2013- Fitco Managing Director Cliff Hegan and Principal Consultant Katherine Wang attended the Association of Executive Search Consultants (AESC) Asia Summit in Hong Kong. They exchanged thoughts and opinions with leading executive search professionals in Asia. Carrying Fitco's name, Katherine offered great insight on the issue of value adding in the retained executive search industry.

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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