



Creating an Organization Culture for a Successful Future

A major challenge for organizations in 2016 going forward is ever more baby boomers (people born before 1970) retiring and millennials (people born after 1990) increasingly becoming managers and leaders. This change is coupled with ever increasing technological progress that is changing the very nature of day to day work, and as such, organizations need to adopt new and flexible HR practices to ensure they attract and keep the correct people for the challenging new world we are entering. We will give here some insights into what must be done by companies to thrive going forward:

- ✓ Design roles to encourage agility and make sure the mindset of the individuals is suitable for digital work and blending with emerging technologies that can perform calculations much faster than any human.
- ✓ Acquiring skills and patents through the acquisition of smaller companies is a fast and efficient way for larger companies to hire individuals with special and unique skills.
- ✓ Be strategic and utilize science in guaranteeing hiring success such as the Harrison Assessment test Fitco offers.
- ✓ Utilize effective online learning systems to both motivate and develop your people to become more skilled and effective. Fitco has recently partnered with Quintiq, a world leading software company, to help grow their business in China and we are all enjoying the benefits of a world class online training system that is the very fastest way we have ever learnt valuable information and skills.
- ✓ Create a culture with an employee value proposition that will make talent as roles become segmented of two or more jobs ensuring a diverse and highly satisfying employee experience with a succession plan for everyone that they can believe in.
- ✓ By implementing the above practices millennial employees will feel they are personally developing vary fast and if this is combined with flexibility in workplace and paid time off then employers will find they are saving money on wages and yet have highly motivated young employees.
- ✓ Take advantage of millennial's and increasingly older people and their obsession with social media to communicate effectively with all your employees and make sure they have a message that they are working for a company with passion and aspirations that match the sustainable future younger generations in particular crave.
- ✓ With operational efficiency gains largely mature in most firms, by changing your culture to focus on employees growth you will find that the culture of your organization will change from within as individuals feel valued and reluctant to leave an employer whose focus is on personal development.

Recent Successful Placements and Ongoing Projects

CHINA

CEO - Manufacturing

Fitco is undertaking a confidential search for a CEO China for a European Manufacturing company in the FMCG sector.

HR Director - Media

Fitco successfully placed an HR director at a well-established media company in the opening months of 2016.

Technical Director - Media/Internet

After a rigorous search, Fitco found a qualified technical director for a client operating in the digital sphere.

Asia Marketing & Sales Director - Manufacturing

An long-term manufacturing client operating in China recently reengaged Fitco to find an Asia Marketing & Sales Director, who is working alongside colleges for the company's expansion into the Asia-Pacific region.

Asia Channel Manager

Fitco is currently commencing a search for an Asia channel manager in the semi-conductor industry.



UNITED STATES

Senior Planning Manager - Chemical Building Materials

Fitco recently was engaged by a major MNC company working in the building materials industry, and was able to place a talented senior planning manager for them.

Head of Technology: Global Relocation Case - Metal Processing

Fitco recently conducted a search for a Head of Technology for a US MNC metal forming equipment company. We demonstrated our global search capabilities, seeking out talents in countries worldwide including the United States, the UK, Germany, and Canada. The results were very successful, as we organized the relocation of the chosen qualified foreign technical expert at the company's Beijing plant.



GERMANY

CFO - Metal Industry

Fitco demonstrated its capabilities in finding senior executives abroad by placing a CFO in Germany for a well established company working in the metal processing industry.

Production Manager - Metal Industry

After a challenging, thorough and thoughtful search process, Fitco placed a production manager in a German company. The placement was a great fit not only for the candidate but also for the company.



Latest News



Katherine in conversation with Lee Kon Czek, Academic Director of Olin Business School, Washington University St Louis



Katherine's Graduation Ceremony at Olin Business School in December 2015 and in Shanghai in June 2016

Presentation on China Talent Trends to Olin Executives from US

March 2016 Fitco Principal Consultant Katherine Wang presented to 41 executives from the EMBA class 44, Washington University St Louis on talent trends in China. She described the different talent strategies for western MNCs, China state owned enterprises (SOE) and local private companies. Initially, Katherine focused on the different resources and competitive advantages that they leverage on, such as western MNC's strengths in processing and management, China SOE's monopoly of resources (political, natural etc), and private companies' leveraging advantages gained from local market knowledge and how these 3 types of companies are looking for different leaders in terms of experience and skillsets. The skills she identified are strong execution capabilities, talents who are aware of and can identify the differentiated business strategies needed, and proven track records of success. Globalization and/or localization are the strategic focus of all businesses and therefore identifying the ideally suitable talents to reach these goals are key to any successful business in China.

She went on in her presentation to give candid career development advice to the executives in the classroom, many of whom work for companies who are interested in entering Asia, in particular the huge China market, and in so doing she offered to provide market entry strategic advice and talent search services to help them execute that strategy.

Graduation from EMBA Olin Business School

June 2016 After 18 months of diligent study, Katherine graduated from the Washington University Olin Business School/Fudan University Business School EMBA joint program, a top quality course ranked #6 in the world by FT in 2015.

"My learning's covered all areas of senior management disciplines ranging from Finance, HR, Marketing, Operations and much more and how they all combine to match business strategies," she said in a recent interview. "As a search consultant I am now highly equipped to take on any senior regional or global search assignments. As a boutique executive search firm, Fitco offers a highly personalized service which takes a holistic and long-term focus for multiple business interests, and in doing so we bring significant impacts through the ideal-fitting talents we bring on board for our clients' management teams. Through our disciplined process of working with clients and placed candidates, Fitco can make valuable contributions to our candidates in defining optimal strategies for their gain from our deep knowledge of what determines success and failure across many industries."

Giving Back to the Community



Group photo with Chery executive Management at Wuhu Headquarters

Blue Skye Project Developments

June 2016 Blueskye Project co-founders and leaders Katherine Wang and Cliff Hegan met with Chery Automobile's senior executives at the company's headquarters in Wuhu, Anhui province in Blueskye's first attempt to collaborate with a major company. The project was founded to foster global collaboration on environmental issues and promote sustainability. After Katherine and Cliff introduced Cliff's previous environmental leadership successes, the Blueskye project, and its goals, discussion centered around how to improve the demand for electric cars in China and how to foster a culture of environmental protection and awareness among the general public. Chery management demonstrated great interest in Blueskye initiatives and willing to work on their first collaborative project together. Chery has been one of several major Chinese automobile companies to start producing more environmentally sustainable electric-powered cars in recent years, and Fitco has been the proud owner of one since 2015.

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