

Mission Statement: To bring outstanding business results for clients through uniquely tailored talent solutions with a personal touch.

Vision: To be Asia's leading boutique executive search firm in commercial roles.

Core Values: integrity, diversity, fellowship



What matters to companies in the 21st century?

According to an excellent recent Deloitte survey of 500 organisations : The most pressing issues that organisations are facing are as follows.

Leadership The following 6 areas are critical : Business acumen: Understanding the core business well • Collaboration: Having the ability to build cross-functional teams • Global cultural agility: Managing diversity and inclusion • Creativity: Driving innovation and entrepreneurship • Customer-centricity: Enhancing effective customer relationships • Influence and inspiration: Setting direction and driving employees to achieve business goals • Building teams and talent: Developing people and creating effective teams – Fitco's MD Cliff Hegan has an MBA from the FT's Nr.1 ranked business school for leadership development at CWRU and share his leadership knowledge to deliver great result

Retention and Engagement can be addressed through developing a fellowship culture that Fitco can give expert advice upon with our proven credo framework that can be easily and effectively applied to any organization

Reskilling of HR means companies HR departments need to shift from administering employees to developing them. Our Operations director Katherine Wang is now an Erickson certified coach and can give direction to HR leaders to manage this change effectively

Talent Acquisition and Access needs to recognize the need for social media to attract and acquire talent and is forcing our own industry to focus on the soft skills of persuasion and coaching to attract talent for clients senior talents

RECENT SUCCESSFUL PLACEMENTS

CHINA

Country Sales Manager – Industrial measurement equipment



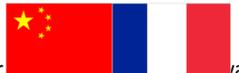
• Fitco has successfully conducted an extensive search in China to find a Country Sales Manager for our US client who provides the leading technology for laser measurement quality control equipment for improving mass production manufacturing processes, a vital element of what China is needing to maintain its economic competitiveness. The exceptional candidate who had 14 years of outstanding performance as the top salesman in China with his previous US MNC employer was seriously tried to be persuaded to stay but Fitco used its exceptional cross cultural soft skill capabilities in more than 4 hours of face to face coaching post offer pre acceptance to him to ensure that the candidate had the peace of mind to keep to his commitment to join Faro our for we convinced him of our clients huge market potential for benefitting Chinese manufacturing.

Country Manager – Automotive Semiconductor technology



• After placing several BD Managers successfully for our prestigious market leading niche US client in the automotive Semiconductor industry in Shanghai, ShenZhen and Taiwan, Fitco has recently placed a China Country Manager which is the highest role to date and yet again our service has proved its exceptional worth to the business profitability in the booming China industry market our client supplies to.

Asia Sales Manager – Geographic mapping software technology



• Fitco has proved the value of our retained search process by successfully placing a Asia sales manager for [client] as unsuccessful in the previous 6 months using social media and on line recruitment in terms of unsuitable candidates and wasting of time and resources interviewing time and again unsuitable candidate. After engaging Fitco, we had the ideal chosen candidate presented for interview within 2 weeks and a month later he was on board. The cost to our client was the same, the payment structure was the only difference except now the client has a talented salesman on board bringing the huge market potential the Asian market holds in, a value many multiples higher than the cost of using our service!

JAPAN

Japan Market Expert – Geographic mapping software technology



• Fitco placed a Japanese candidate for a French client in the IT industry in Shanghai following the successful placement of an Asia Sales Manager , this demonstrated Fitco's competitive advantage in placing positions with very niche requirement.

MALAYSIA, THAILAND, INDONESIA

Country CEO and National Sales Directors – FMCG Cosmetic Industry



• Fitco's candidates had started working in Malaysia and Thailand for a Polish client in the cosmetic industry as Sales Directors. Both candidates have positive comments about the new job and are determined to help grow the country sales for this client. Fitco also placed a Country CFO for this client in Indonesia and starting on August 4th, 2014.

SINGAPORE

APAC HR Director – Capital Equipment



Following successful placement for a Country Sales Manager in China for this long term USA client in capital equipment industry, Fitco is assigned a new mandate of APAC HR Director role for its Singapore Asia HQ.

THAILAND

Head of Engineering – Medical products



Fitco has launched a rigorous search in Thailand to recruit a Head of Engineering Department for a successful client in medical products industry. The niche requirements and very limited talent pool is where Fitco can truly play its competitive advantage of retained search process.

CHINA

National Sales Director – Food ingredients



Fitco is in process of searching National Sales Director for a food ingredients company headquartered in Sweden, this is a very niche market where Fitco can really play its strength and search capacity. Food industry is a highly booming industry and our client has just entered China market not long ago and set up a factory in China, we are looking forward to the ideal candidate help client penetrate China market in a strategic and innovative way.

LATEST NEWS

Katherine Wang to do a top ranked eMBA

Jan 18, 2014- Katherine Wang was admitted as a candidate for prestigious EMBA programme at Fudan Washington St Louis University which is ranked 2nd in China and 6th in the world by the latest FT rankings. She is confident that the knowledge gained and guanxi built will raise her search consultancy capacity to far higher levels in terms of placing C-Level and Asia regional candidates. Her Fitco team strongly believe this will be good investment of time and money by Katherine who as the Principal Consultant is committed to apply her knowledge and experience to add more value to Fitco's long-term and future clients. Katherine is also so thankful to her associates who have been using her search consultancy service consistently since 2006 and gave her glowing recommendation letters during the application process for the programme. She strongly believes that she will grow significantly both and achieve new heights of professional and personal life over the next 18 months.

Chairman of British Chamber of Commerce SME Focus Group

March 26th, 2014- Cliff Hegan has become the chairman of the British Chamber of Commerce Small and Medium enterprise Focus Group. SME's are ranked as companies with up to 500 employees and the groups purpose is to provide valuable assistance to member firms addressing the numerous issues to be successful in China

Executive Coaching as add value for on boarding of executives

May 28th, 2013 - Fitco is providing executive coaching for newly on boarding candidates to help candidates smoothly transition to new leadership role. Fitco's associate coach Bronwyn has executive coach experience for more than 20 years and mainly assist C-level candidates. Katherine Wang is also graduating from Erickson Coaching Institute, the Art and Science of Coaching in June, 2014 and will also provide coaching sessions for mid-senior level candidates for adding value to their candidates.



Fitco's Passion for environment



Cliff Hegan with fellow Rotarians Tom Kane (President) Rotarians Dr Debi Yohn (USA) and Daniel Tweers (Germany)

Tree Planting in Inna Mongolia

In late April, as a key action for Cliff's Rotary Club of Shanghai's 'Action For Sustainability' Global Flagship Campaign proposal for adoption by Rotary International; in association with the Shanghai Roots and Shoots Organisation, Cliff led a team of 3 Shanghai Rotary Club Members to plant 2000 forest over 4 days in Eastern Inner Mongolia. There were more than 50 people from 7 Shanghai and Beijing companies and International Schools on the trip where local food and entertainment were highly appreciated by all. A truly special visit to the beautiful Mongolian desert which the forests are shielding to protect agricultural land farmed by local villagers was also arranged as part of the weekend.

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