

# **Austria Connect**

**HR workshop  
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**NEUMANINPARTNERS**

**SHORTAGE OF SKILLED CANDIDATES?**

**OR**

**UNREALISTIC REQUIREMENTS?**

# China Market Peculiarities

- ↪ **STILL UNSTABLE OR GREY LEGAL FRAMEWORK**
- ↪ **EXTREMELY FAST PACE ENVIRONMENT**
- ↪ **REMAINING IMMATURE ECONOMICAL SECTORS AND IMMATURE POSITIONS/FUNCTIONS**
- ↪ **MARKET CONDITIONS STILL IMPACTED BY SOE CULTURE / MENTALITY**
- ↪ **HUGE COUNTRY WITH A MAJORITY OF RURAL AREAS AND MASSIVE PEOPLE RELOCALIZATION (FROM RURAL TO URBAN)**
- ↪ **ONE COUNTRY BUT DIFFERENT REGULATIONS PER PROVINCE OR CITIES**
- ↪ **BIG CITIES “SATURATED“ THUS COMPANIES ENTICED TO RELOCATE IN CHEAPER REMOTE AREAS BUT WHERE RESOURCES DO NOT EXIST**
- ↪ **NOT SUCH AN „ELDORADO“ IN TERMS OF ROI PLUS HIGH COMPETITION**

# China Human Resources Peculiarities

- ↪ **A CULTURE STILL BASED ON HIERARCHICAL AUTHORITY - OBEDIENCE**
- ↪ **A CULTURE BASED ON COMMUNITY / FAMILY / SOCIAL NETWORK**
- ↪ **A CULTURE BASED ON NON FRONTAL CONFRONTATION**
- ↪ **A NEED TO MAKE UP FOR “LOST TIME“ IE A THIRST TO LEARN QUICKLY**
- ↪ **IMPORTANCE OF SOCIAL ADVANCEMENT THROUGH TITLES AND MONEY**
- ↪ **HIGHER DEMAND THAN SUPPLY LEADS TO VERY FAST CAREER ADVANCEMENT (NOT ALWAYS COHERENT TO REAL EXPERIENCE) AND TO ESCALATION OF WAGES**
- ↪ **PRIDE OF URBAN CITIZENS VERSUS RURAL ONES AND DIFFICULTIES TO RELOCATE PEOPLE FROM BIG CITIES TO REMOTE AREAS**

## What are the main missing traits?

- Team spirit

the “community mentality” is more and addition of individuals working together under orders than a real team playing process to come together to solutions

- Management / Leadership skills

the fast advancement and the thirst for big titles generate “General Managers” of below 30 of age...

- Pro-active communication

- Initiative in decision-making process or in solutions to bring

**Are your requirements realistic?**

*Hopes to find under the same hat.*

- ✓ High education background (MBA...)
- ✓ International exposure and experience
- ✓ 2 to 3 foreign languages
- ✓ Technical expertise from similar industry
- ✓ Strong Commercial sense and ability
- ✓ Proven Leadership skills

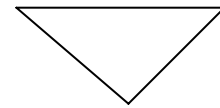
*... At lowest possible cost!!!  
and to locate in the middle of nowhere...*

**What are Your attraction traits ?**

**How to get people to want to work for you?**

**Employer:**

What do we Offer



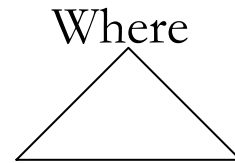
What do we Expect

What Exists

*Matching ?*

**Candidate:**

What do I Offer



What do I look for/expect

## What attract Candidates ?

- ✓ Company reputation
- ✓ Job Title
- ✓ Compensation
- ✓ Career Development
- ✓ Location

## Why an Employee Leaves ?

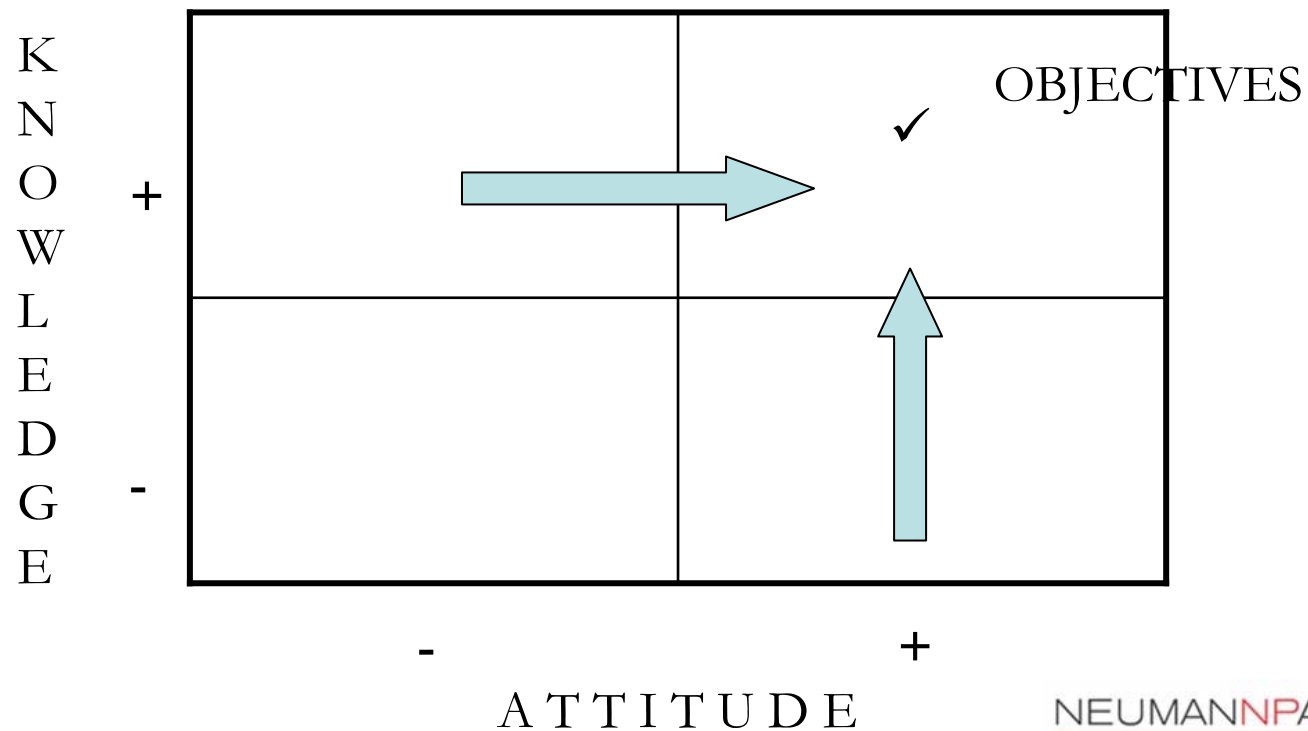
- ✓ **Because of his/her direct Manager**
- ✓ No Career Perspective or no learning
- ✓ Better financial offer

**Are you capable to retain?**

**Do you keep your promises?**

## What should your Management consist of ?

- ✓ Demonstrate how the Corporate objectives and culture are linked to individual objectives and behavior
- ✓ Bring out the best of each person and help them towards achieving the objectives of the organization



## Management “Code of Conduct”, similar anywhere

- ✓ Manage Expectations and Perceptions
- ✓ Induce, Empower, Assist, Facilitate, Develop
- ✓ Require Results
- ✓ Establish open Communication
- ✓ Recognize, Reward
- ✓ Generate Enthusiasm
- ✓ Build Team spirit
- ✓ Set Example
- ✓ Generate Respect

## **In Brief**

- ✓ Ensure Your Expectations and Requirements are coherent to what you can offer and to what exists
- ✓ Broaden the pool of potential candidates by stressing more on the soft skills than on similar technical or industry sector experience
- ✓ “Dig” and Check properly past experience
- ✓ Be ready to pay for Talents (“you pay peanuts, you get monkeys” is valid everywhere)

## **Then**

Manage by Clear and Achievable Objectives

Reward by Results

Lead by Example

Facilitate by Guiding, Training and Assessing

Ensure Succession Planning

**THANK YOU**

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