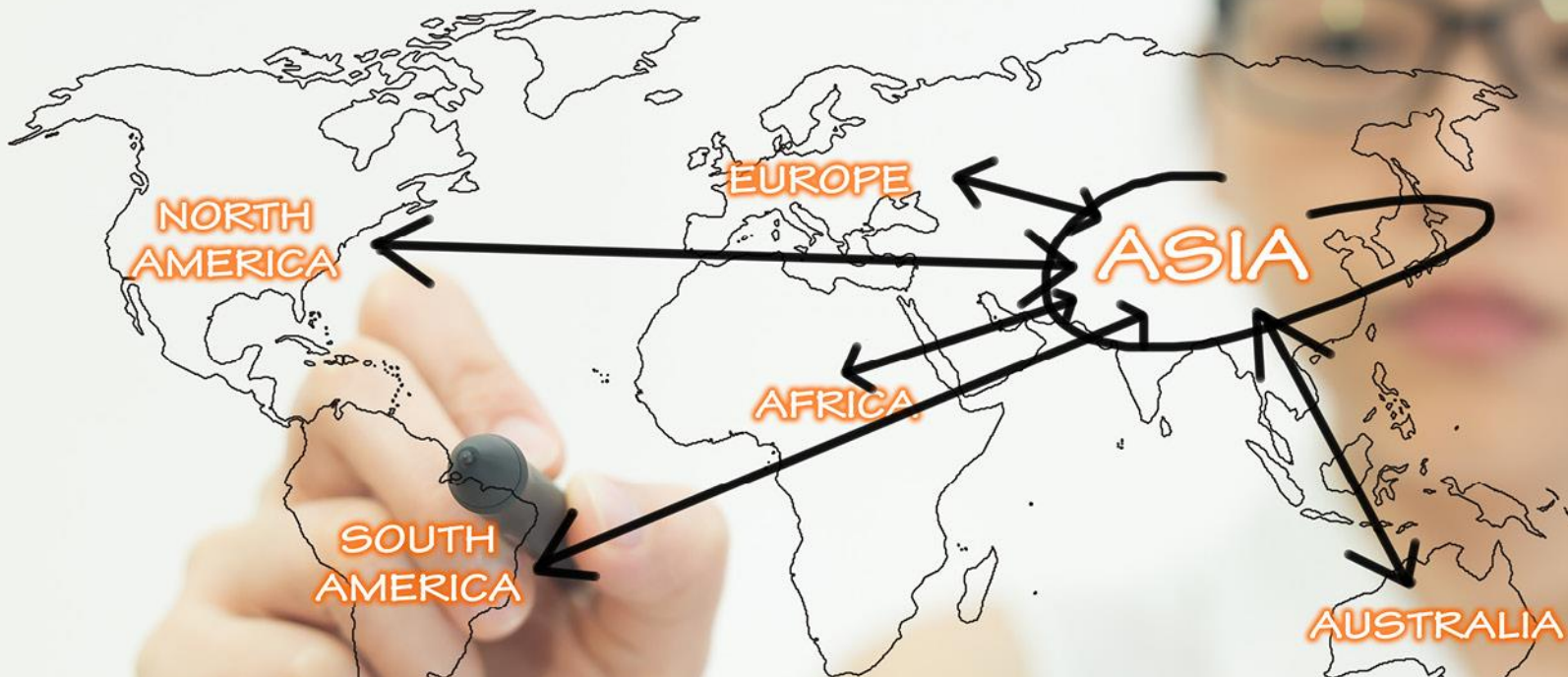


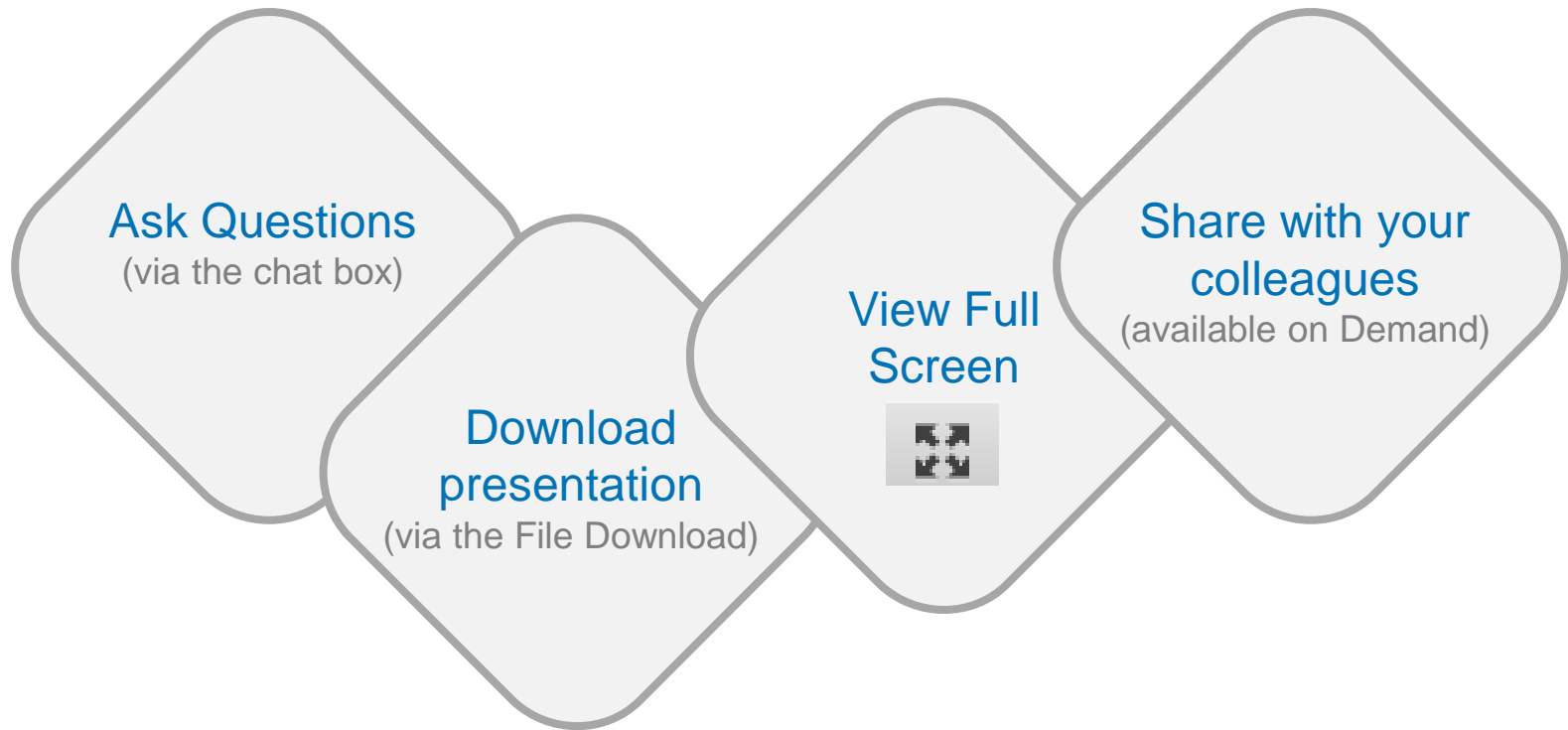
# Talent (Im)Mobility: The Looming HR Challenge for Asia

October 21, 2020 3:00 PM Singapore. Hong Kong. Shanghai [15:00]

**SPECIAL WEBCAST: URGENT & TIMELY ISSUES**



# Making the Most of the Webcast



---

Tell us about your experience to help us improve our future program

---



## Guest Executives & Moderator



### **Ritu Chandy**

Regional CEO Financial Services  
Asia Pacific of BMW Group

Ritu Chandy is the Regional Chief Executive Officer of Financial Services Asia Pacific, BMW Group effective from 1 July 2018. She is responsible for shaping the Financial Service business and strategy across eight markets - Australia, New Zealand, India, Japan, Malaysia, Singapore, South K...[Full Bio](#)



### **Kevin J. McGuigan**

Managing Director, SEA and Country Leader, Singapore  
3M

Kevin McGuigan was appointed the Managing Director of Southeast Asia and Country Leader of Singapore at 3M in 2019. Kevin started out in 3M as a Sales Representative in the Personal Safety Division in 2003 and has over 17 years of business leadership experience. With a strong focus on the Persona...[Full Bio](#)



### **Sandhya Karpe, PhD (Moderator)**

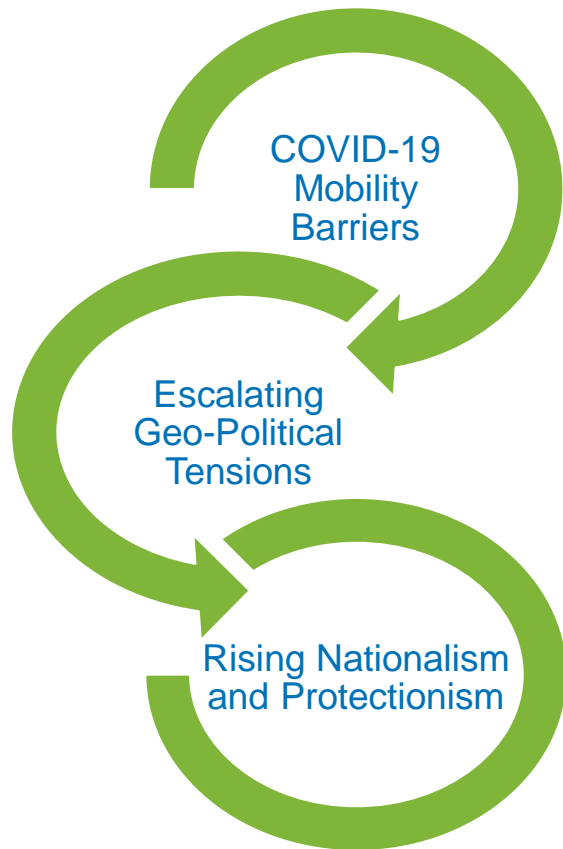
Senior Research Advisor of Human Capital Center, Asia  
The Conference Board

Sandhya Karpe is the Senior Research Advisor - Human Capital Center, Asia of The Conference Board, and CEO of Imagine Education Design Studio, a human capital development advisory firm with a global client portfolio. She brings 35 years of cross-cultural experience in human capital development, h...[Full Bio](#)



# The Perfect Storm....

The confluence of 3 macro-contextual factors will present a daunting challenge



# 5 Key Talent Impacts in Asia

1. Talent Acquisition
2. Leadership Bench Strength
3. Developing Future Leaders
4. Workplace Diversity
5. Employer Brand/Value Proposition



And so....

- Acceleration of local talent development will be a key priority
- Technology will be an enabler but not a panacea for all challenges





## Other Second-Order Effects ..

- Local companies face increasing talent competition from MNCs ?
- In-country poaching wars between MNCs and rise in HR costs ?
- National competitiveness ?



# The Conversation..



Ritu Chandy,  
BMW Group



Kevin J. McGuigan,  
3M



Sandhya Karpe  
The Conference Board (*Moderator*)



## Key Insights from our Recent China Dialogue

- Talent (Im)Mobility has been constraining - Advocacy and partnership with the government helps
- China is a tough nut to crack for “short-staying” expats
- But... has “global mobility” lost its luster ?
- Development of local talent is top priority
- Diverse “in-country” experiences could accelerate “global” capabilities development





*Thanks for joining us today, hope this has been helpful !*

**[CLICK HERE](#)**

***To tell us about  
your experience!***



# Contact Us.



## Dr. Sandhya Karpe

The Conference Board  
Senior Research Advisor  
Human Capital Center Asia  
+65 9880 7461 office  
[sandhya.karpe@tcb.org](mailto:sandhya.karpe@tcb.org)  
[www.conferenceboard.org](http://www.conferenceboard.org)

## About Us

Founded in 1916, [The Conference Board](#) is the member-driven think tank that delivers trusted insights for what's ahead. As you determine policy for your organization's operations in Asia, you face more than Asia's political and economic volatility. You must attract, engage, and develop the best people in a highly competitive talent market while navigating multiple cultures—at a time when the very nature of work is changing.

Our [Human Capital Center](#) provides resources across the full spectrum of people issues. We focus on six areas--Diversity & Inclusion, Employee Engagement, Human Capital Analytics, Labor Markets, Strategic Human Resources, and Talent Management—to inform your decision making across all HR functions.

When you join the Human Capital Center, you get access to our renowned research. You have fruitful interactions with your peers and with leading experts on your critical concerns. And you take away the best business intelligence on current and emerging issues in HR and beyond.