



European Chamber
中国欧盟商会

A Few Thoughts On HR Management

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A Few Thoughts on HR Management

- Capital Assets Grow Along with Human Assets
- Personnel Training is Important – Finding the Right People is the Key
- Good HR Mechanism & Company Culture are the Foundations of HR Management

1. Capital Assets Grow Along with Human Assets

- “A country needs talents to be strong, a government needs talents to be efficient and a business needs talents to be prosperous.”
- “Those who win the hearts of the people shall win the world, those who lose the hearts of people shall lose it all.”

1. Capital Assets Grow Along with Human Assets (1)

- In the Modern Economy, Talents are the Most Valuable Assets for Businesses
 - a) Other resources will eventually be exhausted **Except For Human Resources**
 - b) The core of business management is HR management
 - c) The core of HR Management is managing Leadership Talents (Business Leaders + Industry Professionals)
 - Leadership Talents are important but however scarce
 - Search for the talents nationwide even worldwide
 - Create favorable conditions for Leadership Talents

1. Capital Assets Grow Along with Human Assets (2)

- **The Role of HR Managers**

- a) **HR Managers should represent the interests of their “clients”**

- A Business Mindset + Professional Quality

- HR Managers should be chosen from Business Managers

- b) **Support the Board in Choosing High-Level Executives; Support the Executives in Choosing the Right Managers**

- c) **“Line Managers are the ones who really manage HR”**

- HR: Consultancy + Expertise

- HR management is a product demanded by CEO, designed by HR, sold by Line Managers to the Employees as the end customers

- Training should be given to all managers on HR Management skills and tools

2. Personnel Training is Important
Finding the Right People is the Key

Right People = Bright Future

2. Personnel Training is Important

Finding the Right People is the Key (1)

- a) The Ability to Organize is Arisen from the Selection Process and the Management of the Employees
 - The choice of key personnel decides the company's future
 - Internal selection (mainly for company's management)
 - External recruitment (mainly for professionals & experts)
 - Double-role mechanism (professional & management)

2. Personnel Training is Important Finding the Right People is the Key (2)

- b) The Management Personnel should be mainly selected internally (considering the cultural factors)
 - Select from the ones with practical experiences
 - Select from business unit with the best performance
 - Select from the core business unit of the company
 - Prepare management back-up from campus recruitment

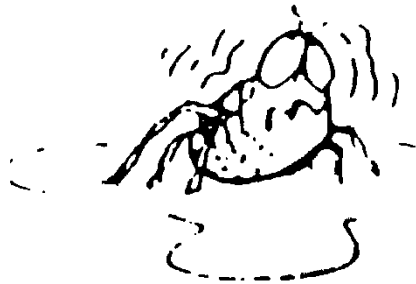
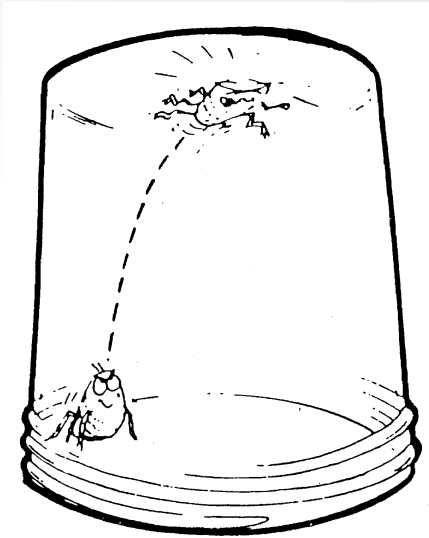
2. Personnel Training is Important Finding the Right People is the Key (3)

- c) Labor turnovers are driven by interests, especially for Private-owned Companies
 - POCs need talents desperately
 - Global recruitment based on local foundation
 - POCs are willing to pay a fortune for key talents

3. Good HR Mechanism & Company Culture are the Foundations of HR Management

“If You have a Beautiful Firmiana Tree,
the Phoenix will Come and Stay”

The Importance of Organizational Environment



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3. Good HR Mechanism & Company Culture are the Foundations of HR Management (1)

- a) The competition for talents is in fact the competition of environment
- b) By introducing a good mechanism for HR development, companies could turn average employees into outstanding talents
- c) Create favorable conditions to attract high-level talents

3. Good HR Mechanism & Company Culture are the Foundations of HR Management (2)

- a) HR management should be coherent with the characteristics of the employees
- b) Manage expectations by “Maslow’s Hierarchy of Needs” (Survival, Well-being and Respect)
- c) Create a welcoming and caring environment for the employees

3. Good HR Mechanism & Company Culture are the Foundations of HR Management (3)

- a) The key of keeping the talents is to use them properly
 - Discover potentials and provide opportunities
 - Authorize + Trust + Manage
 - Tolerate the mistakes
- a) Enable the talents to grow quickly while being promoted step-by-step
- b) The leadership of the line managers is the decisive factor in developing the talents and maintaining the loyalty of the employees

Q & A