The China Human Resources Council enables an exclusive peer network for senior executives who are responsible for leading their organizations’ human resources strategy in China and Hong Kong SAR. The Council facilitates candid discussion among members of current issues and trends, knowledge exchange, benchmarking, insights into new initiatives and access to valuable research; all in a confidential and non-competitive environment.

Conference Board Councils are select, cross-industry groups composed of functional leaders from large companies. These leaders meet in person twice a year, for a day and a half, to engage in lively dialogue on current topics, explore innovative practices, access outside experts, and build relationships with peers.

Staying ahead of rapid change requires great ideas and insights developed through relationships with the right people. The Conference Board brings respected economic and management experts together with experienced business professionals – creating an unrivaled global community of leaders who bring their collective wisdom to bear on today’s most pressing business, economic, and social concerns.

Knowledge and expertise mean better decisions. Council members have access to the global resources of The Conference Board and its research and publishing capabilities through our Members Only website. Additionally, each council has its own website, with links to Partner Councils around the world, providing even greater access to our global network of executives.
Why We Meet

The mission of the China Human Resources Council is to provide senior executives responsible for human resources with a professional forum on how to best manage HR issues as they apply to companies conducting business in greater China. The council meets to work through issues and best practices regarding recruiting, retaining and motivating local staff, as the member companies grow in the region. Meetings are held in various cities in China including Beijing and Shanghai.

Council members set the agenda and lead discussions, with additional presentations from invited outside experts. Access to expert insight and the sharing of information are central to the advantages of membership. Other benefits include:

- Interaction and sharing of best practices during meetings
- Expert information on the region, countries, industries and functional development
- Access to The Conference Board’s knowledge bank via presentations and online services
- Relationship-building and peer benchmarking

Recent Topics Discussed

- Managing shortages of people and talent
- Talent retention
- Talent management
- Retention of middle and senior management
- Developing PRC talent for regional and global roles
- Codes of conduct and corporate ethics
- Management development
- HR Metrics
- Localization and succession planning
- Organization effectiveness and talent development

“I sincerely value the excellent opportunity to discuss a broad range of complex and challenging HR issues at our meetings, in the full knowledge that what is talked about remains confidential. This exchange of ideas and best practices with colleagues I respect helps us develop HR policies and procedures that make sense in China.”

Andrew Jackson
Vice President, Human Resources
Ford Motor (China) Ltd.

Maura Fallon
Program Director, China HR Council

Maura Fallon oversees the Council’s content, liaises with outside speakers, manages Council meetings, and provides subject-matter expertise.

Fallon has more than 20 years’ experience in Asia and has lived in Taipei, Singapore, Shanghai and Hong Kong. She is president of Fallon International Limited, a Hong Kong-based organization that enables senior executives and executive teams in Asia to manage change in multi-cultural situations. She has worked with Fortune 100 clients from a range of industries as an executive advisor and coach including projects in talent development and management, women in leadership and multi-cultural team development.

She has an MA in Intercultural Relations from Antioch University, Ohio, in addition to a BA from Mount Holyoke College, Massachusetts, and studied Mandarin in Taiwan.
Membership Eligibility
Council members are senior executives responsible for Human Resources with companies doing business in China or Hong Kong. These executives may be based in mainland China, Hong Kong, other regional hub cities or at corporate headquarters. Candidates must be employed by a company that is a member of The Conference Board and is thus qualified to be represented on a council.

Certain membership restrictions may apply.
Meetings per year: 2

For more information, please contact:

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Partner Councils Program
This program links members of the China Human Resources Council to councils of similar focus. These connections add a tier of networking potential to Council membership, provide access to other council members on a global basis through the Council’s website, and enable members to conduct surveys, benchmark, and share information with peers worldwide. Partner Councils available to members of the China Human Resources Council include:

Global Human Resources Management Council I & II (U.S.)
The Global council brings together senior HR executives at the corporate level who are responsible for the strategic and structural management of their firm’s multinational human resources function. Members share senior management perspectives and experiences in matters pertaining to a broad spectrum of issues, problems, and approaches.

European Council of Human Resources Executives
The emergence of truly pan-European human resource management prompted the formation of this Council. It discusses strategic HR issues and promotes in-depth networking among its members.

Human Resources Council – Asia-Pacific
This group is composed of senior executives responsible for human resources in the Asia-Pacific region. Members exchange insights and best practices regarding how to manage regional human resource issues in the context of today’s global business environment.

Human Resources Council – India
This council is designed for the most senior executives responsible for human resource issues in India. Members come from a variety of companies, both multinational and Indian, spanning a broad array of industries. The Council provides an exclusive network for the candid exchange of key Human Resources issues and best practices for business development and expansion in the Indian marketplace. Council members also receive research and survey information throughout the year.

Human Resources Council – Mexico
The Council provides an exclusive network for senior level human resources professionals to exchange insights and best HR practices as they apply to conducting business in Mexico.

Polish Council of Human Resources Executives
This Council provides an exclusive network for human resources executives to exchange insights and best HR practices as they apply to doing business in Poland. Members discuss human resources topics critical to company success in the changing Polish economy.

Conferences & Events
Asia-Pacific Human Resources Conference
Asia-Pacific Talent Management Forum
Asia-Pacific Strategic Workforce Planning Workshop
China Human Resources Conference
Executive Coaching Seminars
Human Resources Outsourcing Conference
Succession Management Conference
Extending Your Brand to Employees Conference
Senior Human Resources Executive Conference
Strategic E-HR Conference
Enterprise Learning Strategies Conference

Research
Finding a Definition of Employee Engagement
Executive Action No. 236, June 2007
Executives are beginning to realize that “employee engagement” doesn’t mean the same thing to everyone in every company. So what is the proper definition and what does it mean to have an engaged workforce?

Bridging China’s Talent Gap
Executive Action 221, January 2007
Finding talented managers in China is difficult. Younger workers often lack practical experience and leadership skills, while more experienced managers are in short supply and command high salaries. For multinationals, it is now a challenge not only to recruit the best people, but also to develop and retain them.

Leadership Development in Asia-Pacific: Identifying and Developing Leaders for Growth
Report No. 1387, March 2006
This report is based on The Conference Board’s Working Group on Leadership Development in Asia-Pacific, a survey of 55 organizations, and presentations and discussions from The 2005 Asia-Pacific Leadership Development Conference held in Singapore in June 2005.

Employee Engagement: A Review of Current Research and Its Implications
Report No. 10, November 2006
“Employee Engagement” provides a review of current research on this important and timely topic. When workers feel mentally and emotionally connected to their jobs, they are willing to apply discretionary effort to help their company succeed. This literature review summarizes what is known on the topic and what companies can do to foster true engagement in the workplace.