

IRC APAC on Building Leaders in a Digital, Disruptive Age

March 19th, 2018

IRC Global Executive Search Partners recently held its regional Asia Pacific (APAC) conference themed “Leadership Transformation: Strategies in a Disruptive, Uncertain & Digital World”. Over 40 delegates from 11 countries explored how increased digitalisation and fast-paced innovation inherent in Industry 4.0 has transformed corporate leadership needs in the region.

Given the speed of new technology adoption and the emergence of millennials as a major talent force, APAC companies are now facing fiercer and multi-directional competition, constant change, and more unknown elements in the marketplace.

Vivek Bhatia, keynote speaker and Chief Executive Officer APAC of multinational thyssenkrupp AG, said leaders must provide purpose and direction; lead from the front and drive outcomes; secure talent pipelines; and reflect culture or values expected throughout an organisation. “Any broad change in the organisation that is expected to last for years to come has to be brought in personally and believed by leaders,” Bhatia said.



Bhatia also elaborated on thyssenkrupp’s efforts to embed innovation and problem-solving throughout the organisation, beyond team silos, while tapping talents in the vibrant startup ecosystem.



Rohan Carr, the President of IRC Executive Board, remarked: “Leaders face unprecedented challenges in setting strategies for the organisations. They face disruption from products and services that are entering the market in new and unique ways. The digital environment throws up not only new competition, but also new demands from customers and clients. And all this takes place against the backdrop of a very uncertain geopolitical environment,” Carr said.



Gurdeep Hora, IRC APAC Regional Leader, adds: “To transform into Leaders of the Future, the leaders of today have to evolve a shared Vision and Purpose, be innovative, agile, collaborative and responsive. To thrive and deliver, they have to build a broad-based top Talent pipeline and radically increase engagement with functional experts, employees, and consumers.

To summarise, the Leaders have to constantly observe the environment, learn, assimilate, and communicate strategies to tackle risks and not be afraid to change direction as needed.”



IRC Asia Pacific and their guests at the IRC C-Suite Roundtable in Singapore, March 15th, 2018.

About IRC Global Executive Search Partners

IRC Global Executive Search Partners is a global professional alliance of executive search firms, united in their commitment to support clients in sourcing and retaining key leadership talent. Our partners are as culturally and geographically diverse as our clients. Located in 80+ cities on six continents, IRC has the footprint and agility needed to serve multinationals and SMEs with dedication and a personal touch.

IRC has a track record of more than 30,000 completed assignments for 3,000+ clients in almost every conceivable industry segment and function. Ranked as the world's largest executive search alliance in terms of global reach, IRC Global Executive Search Partners is an alliance that embodies the best of both worlds – Globally Connected and Locally Committed.

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