

## Executive Retention in Asia Pacific: Flexible and Innovative Approach Needed

**February 18<sup>th</sup>, 2017**

IRC Global Executive Search Partners, a leading global alliance of executive search firms, hosted HR Leadership Round Table discussion in Singapore exploring the issue of Executive Retention in the Asia Pacific Region.

As the result of the discussion with senior Asia Pacific HR executives and IRC members from 14 countries a number of key themes emerged:

- While there are differences between industries, retention is generally front of mind for CEOs. The visibility at other levels within organisations is not as clear however. Further, many organisations are well advanced in their retention strategies which are linked to broader business strategies. Smaller organisations, while perhaps not having the same resources are making progress.
- Organisations are increasingly being innovative and flexible in their approach to retention and taking into account individual needs and preferences. For instance, technology allows people to work from their home base while taking on regional or global roles. Managerial talent development programs may also be crafted according to the personal preference of the individual, with the company creating the infrastructure to support it.
- Due to the fast pace of change and unpredictability brought about by technological disruptions, competencies of “learning agility” and “adversity quotient” have become highly valued. Executive search professionals are acting as advisors, identifying how leadership requirements are changing, drawing upon their exposure to different companies and industries.

The event was organised in close cooperation with [IRC Institute](#). IRC Institute is a global thought leadership community of business professionals with a common interest in developing practical knowledge related to leadership, management and the development of senior talent. Since its launch in March 2016 IRC Institute has released a series of case studies, videos and white papers exploring intercultural management as the overarching theme.

Grace Abella-Zata, the CEO of the IRC Institute comments: “The Singapore round table has yielded useful perspectives and practical solutions to retention. It has also shone a light on other important issues in leadership development. The IRC Institute is happy to be able to share timely and relevant knowledge and insights.”



Participants of the IRC Leadership Round Table in Singapore, February 13 2017

## 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 2,000+ clients in almost every conceivable industry segment and function. Ranked among the world's 3 largest retained search firms in terms of geographical coverage, IRC Global Executive Search Partners is an alliance that embodies the best of both worlds – Globally Connected and Locally Committed.

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