

Executive Connections Limited



Asia's Corporate
Matchmaker



Who We Are

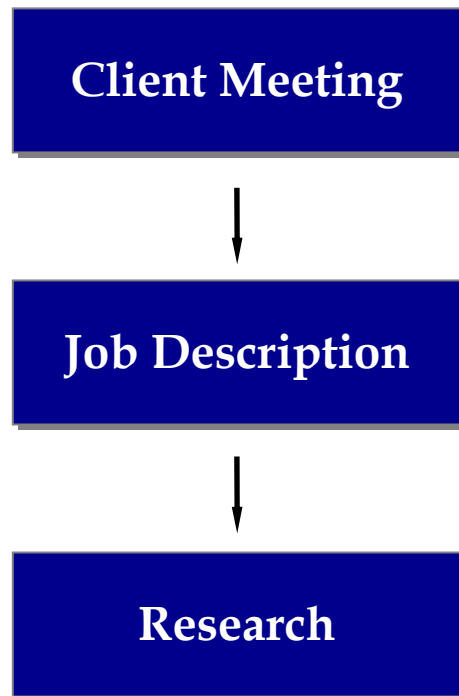
- ◆ Executive Connections Limited is a corporate match-maker. We introduce candidates who will dramatically impact your organisation.
- ◆ Team members have both Asian and Western business and cultural orientations. We leverage our strengths and knowledge to identify and evaluate candidates who get the job done. Clients use our ability to bridge cultures to attract leaders effective in Asia.
- ◆ We take the time to thoroughly understand your company and job requirements. We do not stop until we find the right person for the job.
- ◆ Our sophisticated data retrieval system and search methodology quickly and efficiently pinpoints suitable candidate.
- ◆ We sell your organisation and career opportunity to the hi-fliers who are not looking for jobs.
- ◆ We are expert in Asia with most placements in China and Hong Kong.

Search Methodology

- ◆ Database of over 50,000 candidates and over 25,000 companies
- ◆ Cover 80% of the candidates in the market for each executive search assignment
- ◆ Telephone research and selection



Search Process



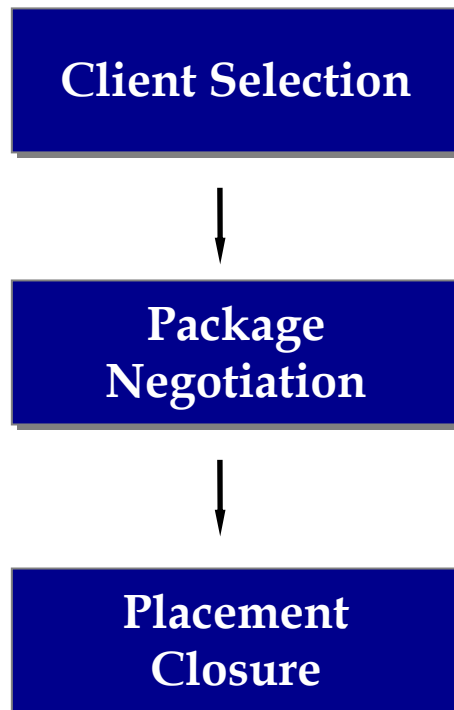
Potential Candidates

Search Process



Outstanding Performers

Search Process




*The Leader
Who Delivers Results*

Job Description

**Your
Company**

**Your
Requirements**



The Client

Our Client is a large American multinational with worldwide sales exceeding US\$ 6 Billion. The company has six major divisions as follows:

- Storage, Ergonomics and Cleaning
- Home Décor
- Hardware and Tools
- Office Products
- Labor Products and Job Play
- Food Preparation, Cooking and Serving


Each division is leading, well-known brand name under its management. In Asia, the company has established buying and quality assurance offices to source and manage products in Taiwan, China and Hong Kong. There are a total of 106 employees in the region, 34 of whom are based in Hong Kong. The sales volume exceeds US\$ 220 million.

Recently, the America headquarters required a number of well-known brands and numerous packages. After review and approval from the company, the local management has a new division in the America headquarters with plans to increase the company's Asia buying base dramatically in the future with the company planning on purchasing over US\$1 billion by 2005.

Position – Director of Sourcing

Joining the Vice President of Operations based in Chicago Illinois, the successful candidate will be responsible for managing 15 merchandisers based in Taiwan and Hong Kong earning a total of US\$60 million per annum. The successful candidate will be responsible for the division and based on the hour pay structure in the Asia Pacific region buying office. The product range includes stationary, office supplies, office furniture and writing instruments exclusive of stationery products. Joining the successful candidate will double the business to one year in the United States office with the company products through the purchase of planning orders through the own buying office.

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177th Street, Suite 100, Richmond, BC V6V 1M2, Canada



The successful candidate should not be only a merchandising professional but a business executive who is able to manage the client's sales and marketing needs. Possessing an understanding of the client's requirements, the successful candidate will guide the team to develop new products range and product ranges. In addition, he/she will review and monitor the performance of sourcing suppliers with introducing new suppliers. Ideally, the company will reduce the number of turnover with whom they source by placing larger volumes of business with key partners in order to improve quality and reduce price thereby developing good relationship with the core suppliers. Finally, the successful candidate will recruit staff for the office in Singapore and Shanghai in order to handle regional businesses.

The Candidate

While being a capable merchandising executive who is able to manage the client, the successful candidate must be able to "see the big picture", being able to anticipate business processes and problems. He/She must be capable of working strategically with being process-oriented.

The successful candidate will be capable of setting his/her ideas and influencing colleagues in the region as well as in the United States through well-motivated staff and by achieving agreed upon goals. He/She will be a driver who builds up the relationship and morale of his/her subordinates.

Specific Requirements

- Possess a tertiary degree from a well regarded university of degree level
- Good English and Mandarin communication skills are mandatory. Cantonese language skills are advantageous
- Capable of driving the business, being hardworking while pushing to get results and introducing good management
- Possess at least 10-15 years of business experience within a buying office
- Capable of teaming with colleagues with America sourcing and sourcing office
- High degree of intelligence and problem solving skills

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**Your Ideal
Candidate**

Candidate Resume

Personal Data →

Education →

Work History →


*Executive
Connections*

70616666 Contractor

PERSONAL DATA

NATIONALITY PRC
 SEX Male
 DATE OF BIRTH 28th August, 1961
 STATUS Married
 BIRTHPLACE Shanghai
 LANGUAGES English, Mandarin, Cantonese, Singaporean

EDUCATIONAL DATA

1987 TAIWAN NATIONAL CENTRAL UNIVERSITY
 Master of Mechanical & Harbour Engineering
 Major in Automobile Engineering

1984 PENG CHIANG UNIVERSITY
 Bachelor of Mechanical Engineering
 Major in Automobile Manufacturing

EMPLOYMENT DATA

Age 4118 - present APC BUILDING PRODUCTS CO. (SHANGHAI) LTD
 P.O. Box 23, Road building and house equipment with five floors.
 Total work area is 100,000 sqm. 2,000 employees.
 Engineering Manager
 (May 2002 - present)

Responsibilities

- Responsible for developing Engineering as well as Maintenance organization.
- Design job requirements for key positions.
- Identify training needs for the department's staff and set up training plan and coordinate training activities accordingly.
- Develop and implement staff's performance management system within the department and initiate additional process when required.

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***** INFORMATION ON THIS RESUME IS UNCLASSIFIED EXCEPT FOR THE BIRTH DATE AND BIRTHPLACE OF THE CANDIDATE *****

Candidate Profile



Strengths

Weaknesses

Background

Salary Details

Private & Confidential!

TO : Name of Client **EMAIL:** Name@domain.com

CD : Name of Company

FROM : Carolya Harris **EMAIL:** toh@domain.com

DATE : 2008 November, 2008

SUBJECT: Candidate A - Candidate for the position of Quality Director

No. of pages (including this page) : 1

Dear Client,

Candidate A is suitable for this position for the following reasons:

- Candidate A is currently acting as a Consultant to a company that specializes in helping firms apply Six Sigma and other quality tools to improve their product quality and streamline operations. He acts as the in-house Six Sigma expert and does most of the training in the region. This has provided him with exposure to every different type of firm and size.
- In addition, he previously worked within Company C, leading a similar role where he was working with their suppliers in an effort to implement better quality processes and procedures (utilizing Six Sigma) to improve their quality. About 35% of the Company C's turnover no longer required IQC inspection. This was up from 5% when Candidate A took up the role.
- Candidate A enjoys focusing on solving process improvement problems and to improve product quality and operations. He enjoys the load of challenges and he is very good at what he does.
- Candidate A has been working in China since 1998 for well-regarded multinationals such as Company A, Company B, & Company C. He has a record of improving the quality control systems and the process improvement systems within these regions.

Candidate A's weaknesses for this position are:

- Candidate A does not speak Chinese.
- He has not worked or studied in the United States. Although he has worked with the Americans, he is not very familiar to the cultural differences and style.

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Candidate A:

Background Note:

Candidate A grew up in Taiwan and studied in Taiwan at the Taiwan National Central University. Then he worked for the Bureau of Standards as Director of Standards Management and Research Department.

After graduating, he spent two years working as a Manager Office in the Taiwan Army. After completing his duty, he joined Company A in July 1998. He worked in both the Taiwan and the United States. He led a group of seven engineers working on the manufacturing programs used in the surface mount device to decrease their failure rate and to improve their yields. He worked very closely with the Head of Quality based in Chicago. During the time, he also wrote some papers, one of which was titled "Streamlining Operational Change to Increase the Production Efficiency of Surface Mount Quartz Filter" which was presented in the 1998 Company Symposium.

In the quality work that he did in Montreal, he focused on improving process improvement methods while focusing on how to improve the overall product quality and efficiency of the line. He attended various courses to learn Six Sigma tools in addition to OCA, PMBA and SPC. He was one of two people in Taiwan who were called "survivors" of the Montreal training, completing all the Six Sigma courses (including Six Sigma Champion) within his organization.

Candidate A's current salary is:

Basic	: HK\$25,000 x 13	= HK\$325,000
Bonus 2008	: HK\$75,000 x 4	= HK\$300,000
Total		= HK\$625,000

Please let me know if you would like to see the candidate.

Best regards,

Carolya Harris-Lutz

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Completed Assignments

- Financial Controllers and Directors
- Managing Directors
- General Managers
- Plant Managers
- Asia Pacific Regional Directors
- Account Directors/Managers
- Human Resource Directors/Managers
- Sales Directors/Managers
- Country Sales Directors/Managers
- Quality Directors/Managers
- Technical Directors/Managers
- Production Managers
- Merchandising Directors/Managers
- Vice President - Corporate Communications
- Regional MIS/IT Managers
- Logistics Directors/Managers
- Purchasing Directors
- Engineering Managers
 - - Industrial/Process
 - - Electronic
 - - Mechanical
 - - Optical
 - - Product Development
 - - Facility



Message from our Managing Director

“A corporate matchmaker finds the leaders with the requisite skills sets and values that will make a difference to your company’s success in Asia. The consultants, researchers and support staff at Executive Connections Ltd. are dedicated to finding the best candidates for your organisation. We have over forty years of combined experience in Asia and our staff have either worked in Western companies or studied abroad. As a result, we have an in-depth knowledge of the region and an ability to bridge the cultures between our Western clientele and Asian candidates.

After developing an in-depth understanding of your culture, products, services, plans and goals, we find and introduce to you the leaders who will make your company succeed. Our business is built on solid principals of integrity and trust and we are dedicated to our client’s success in hiring the leaders who will make all the difference.”

Carolyn Norris-Luk
Managing Director



Executive Connections Limited

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