

ANNIE FENG FUTURE

Speaker key

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AF In the past, they wanted to have all the home-grown talents, but then the time has come that, you know, if you keep up with your change programmes, if you try to get the best practice from the marketplace, you, you have to be open minded, to get the new recruits. If you look at the HR, where historically we called, we're the smile and the file function. It means, you know, we're very administrative driven, you know, but for HR business partner, what actually do you do? You've got to understand the business, and you help the business to go through the restructuring, culture, capability building, so you need a different kind of a talents, different kind of attributes, so I think this is the time you say, you really want to open the door, so you can bring some new colleagues to mix and then help each other.