



## Gemini January Newsletter



I have recently returned from a very white and festive Scotland, where the snow was headline news for the duration of my holiday. Travel delays were the norm for most, although I seem to have been lucky enough to return to Hong Kong before the airports decided to close down due to the inclement weather, although the twelve hour flight back to Hong Kong gave me time to ponder what 2010 will mean to our clients and the Gemini business.

It had not escaped my notice that some news articles I read while out of town hinted at a few economic storm clouds on the horizon, yet I look at 2010 positively as a year of growth for our clients as they return to a more normal work environment that does not involve fighting too many fires. The downsizing of 2009 meant many of our clients had to deliver the same revenues but with reduced manpower; a problem that has reduced as the budgets this year have been adjusted to delivering growth.

I foresee five key trends for this year, and will diligently review them at the end of the year to see how well my crystal ball predictions came through

- Growth in the Hong Kong contracting and temporary staffing requirement
- Executive level hiring will start to increase in the second quarter as battle weary incumbents change
- Interim Management (IMS) will become important as multinationals grow regional headquarters
- There will be a continued talent shortage for middle management levels
- HR will develop Talent Management strategies to retain and grow staff as competition intensifies.



Based on my forecast, this month's newsletter contains an article on IMS (Interim Management Solutions), an area that our Shanghai offices (JM Gemini) has had great success in developing and rolling out. By being more open minded, we see many clients looking for short-term skills at senior level positions to assist while organisations go through change management, growth or replacement strategies.

As usual, if I can assist you in any way, please do not hesitate to contact me.

Kind regards,

Callan Anderson  
Group General Manager  
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### Interim Management Solutions...



In times of economic recovery we see more and more needs with our clients to employ people who 'think out of the box', dealt with restructuring before or a need for managers who can still drive sales in times of ever increasing competition and reduced margins.

At the same time most companies are very strict on their recruitment policies too, if they are still hiring. In other cases companies have hiring freezes, across the board, regardless the urgency of certain roles. The knock-on effect will make MNC's much more cautious when recruiting Senior Executives and Managers. This is where using an experienced Interim Manager can be a real bonus, filling assignments for 3 to 6 months while the company takes its time to find the right permanent executive.

The use of Interim Managers is a common business tool in Europe and the USA, but is just starting to gain acceptance in China. There are many different situations where businesses can benefit from using Interim Managers including the obvious one of flexibility. China is about to enter a sustained period of business restructuring, mergers & acquisitions and rationalization. This is where experience really does count. Interim Managers have lived through and managed growth, efficiency drives, cost savings and large scale changes

#### Managers on a mission

Most of our clients make use of Interim Management when there is an acute need. These acute needs arise typically after resignation, during turnaround or in a crisis situation. Interim Managers are available on a short notice, have the required skills and expertise and come with a blank, objective point of view.

As opposed to Management Consultants they will actively run the business. They are involved in day-to-day operations while reporting directly to the client. Interim Managers are engaged for a specific project, usually with a fixed timeframe. Once the Interim Managers have successfully accomplished his mission both parties separate. The Interim Manager moves on to his next assignment.

Interim managers come from all backgrounds and industries but they definitely have one thing in common: they thrive under new challenges and the completion of a concrete assignment in a limited timeframe. They want to make their contribution to getting results while simultaneously developing their own competencies on an ongoing basis.

Email Gemini for more information on [gemhq@gemini.com.hk](mailto:gemhq@gemini.com.hk)

### 6 Ways to Build a Loyal Team...



It might sounds crazy to talk about worker loyalty at a time when big companies routinely show longtime employees the door. But loyalty isn't dead. Instead, it has shifted, with few people nowadays feeling loyal to the company overall or even the people running the business. "In the past, loyalty was vertical - The organization was on top and it provided security down to the individual."

So, to use the above analogy, today's workers tend to feel horizontal loyalty - a commitment to colleagues, former colleagues and particular projects. In short, put people on a team, and loyalties develop.

As a manager, you need to understand this if you're going to motivate people effectively. No one tactic is going to forge the bonds of loyalty, of course, but there are lots of small things you can (and should) do to build stronger and more productive relationships with your employees.

[Click to read article](#)

### Gemini Monthly Salary Survey



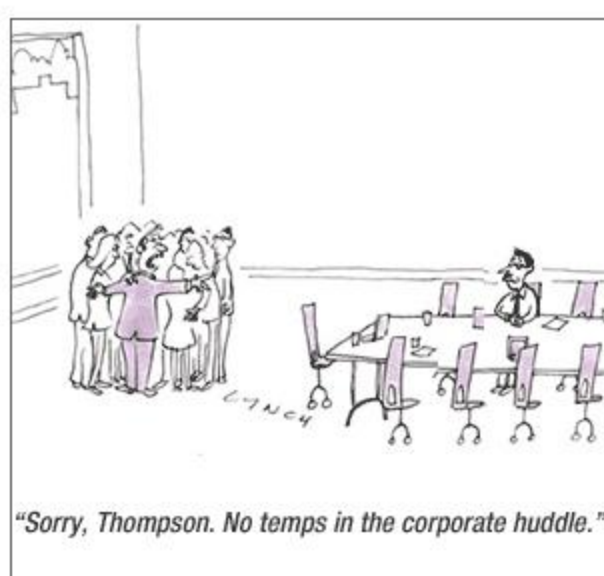
Every month Gemini compile the most up-to-date and accurate salary trend statistics on the local Hong Kong and regional job market.

[Hong Kong Salary Survey](#)

[China Salary Survey](#)

[Thailand Salary Survey](#)

### A touch of humour...



### Gemini Regional News

#### JM Gemini

Chinese New Year  
Holidays - Feb 13th - 19th  
holidays  
Offices are required to be  
back on board the  
weekend after CNY, Feb  
20th and 21st

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[Gemini Thailand Business Environment >>](#)



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### Thought for the month

"Always forgive your enemies; nothing annoys them so much"

Oscar Wilde



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