



Gemini December Newsletter



Another year comes towards an end, and for many, I am sure we will be quite pleased to see the passing of 2009 while looking forward to a new year with less trepidation and economic uncertainty. From a very difficult year, the last quarter of 2009 has certainly been one of the busiest for many of our clients. Just as we expect a yearly slowdown around the Christmas season, Gemini has seen one of its busiest months in over a year and do not see any signs of this growth abating.

By all accounts, 2010 will see the Asian economies growing much better than anyone had expected, with the International Monetary Fund increasing its Economic Growth Forecast for Hong Kong to 5%. Already, Gemini can see indicators that companies are now looking to expand, if not re-hire previously retrenched staff as financial doom starts to fade.

I feel enough has been said about the past year, and I can only look forward to the coming year as Gemini expand our operations and look for growth opportunities that can further help our clients. I am always happy to hear your feedback about your experience of using Gemini as well as areas where your staffing needs may require further collaboration to meet your requirements, so by all means contact me at callan@gemini.com.hk should I be able to help you personally.

It merely leaves me to thank you for your patronage of Gemini Personnel in 2009, and on behalf of the entire staff, we wish you a very Merry Christmas and a very Happy New Year.

Kind regards,

Callan Anderson
Group General Manager



China surpasses India for English speakers...



A recent study published by the British Council suggests that China may have surpassed India in its number of English speakers. While it is surprising to think that India would allow itself to lose its most oft-cited economic advantage over China, perhaps more surprising is the fact that English-language proficiency is diminishing in a country with a language legacy of British colonial rule.

Entitled "English Next India," the study reveals that in the coming years, India may find it harder to compete against its larger rival. This is not only due to a decrease in the number of English speakers, but also a result of the better infrastructure and more flexible labor market in China.

The study estimates that less than 5% of the current Indian population speaks English, implying that by 2010 only 55 million people in India will be fluent English speakers. By contrast, China had 200 million English speakers in 1995, and is estimated to have approximately 20 million new English speakers each year. Many point to a recent change in education policies as the reason for this growth, as all Chinese students are now required to take English lessons in primary school.

It remains to be determined whether the Chinese population will surpass India's number of English speakers as a percentage of the population, but present numbers indicate that at least in certain areas, such as in cities like Beijing and Shanghai, China is making significant progress towards widespread English fluency.

That said, a billboard-sized sign on a building in a major shopping street near the Bund in Shanghai reads "Marry Christmas!"

Learn to manage like a leader for 2010



If you really want to learn how to move up in the business world, you've got relatively few sources of expert information. - ask somebody who's done it, and he'll tell you.

Gemini have five key points for you to consider to help you improve your leadership skills for 2010.

1) Focus on critical, trouble areas and leave everything else alone. Successful CEOs have learned to rapidly determine when a direct report or functional area is in trouble. Then, with laser-like precision, they go to work on determining what's wrong and resolving the issue with all due haste. Because of the focus required, too many problem areas can spell trouble, which leads us to the next point.

2) Hire functional experts who are also solid, upcoming managers. The order and choice of words is critical here. You can mentor capable, upcoming managers, but you probably can't teach them a functional expertise, nor should you or will you have the time. If they're not eminently capable, you can end up with multiple critical simultaneous problems, which could be job or even career-ending.

3) Business comes first. Business and customers always, always, always comes first. Now, that doesn't mean you let morale get out of control or internal processes fall apart, but you must recognize that the primary function of the business is business, and that means customers and sales.

4) Manage up. A critical function of any manager is to provide his boss with what she needs to succeed, and in a manner that fosters a compatible and mutually beneficial relationship. And frankly, that goes for peers, too. If you sense your boss and peers are not getting what they need from you, meet one-on-one and ask.

5) Help to "manage the company." This is a critical mindset that can make all the difference in your career. If you have a strong silo mentality - my group is all that matters - you will never move up. But if you always remember that one of your priorities is to help "manage the company," then your chances are great increased.

Gemini Monthly Salary Survey



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

[Click here to see this months Report](#)

A touch of humour...

