

中欧人才论坛

**CHINA-EUROPE TALENT
FORUM 2021**
OCTOBER 19, 2021



THE ADECCO GROUP

北京市人才工作局
Beijing Talent Work Bureau

EDITORIAL

HOW DO WE MAKE THE FUTURE WORK FOR EVERYONE?

Dear guests,

It is a great pleasure to welcome you to the fourth China-Europe Talent Forum.

Since this Forum's first edition in 2018, we have seen rapid and dramatic changes in the world of work, particularly on the backdrop of the global crisis. However, the aim of this project has remained relevant and the same since its creation: to build and foster a strong platform for sharing our experiences, developing and strengthening cooperation, promoting talent exchanges and thus enhance mutually our competitiveness in business.

Back in 2018, we were already aware of the fact that employers would have to fight hard to attract and retain top-class talent, be it on country level, regionally or internationally. Today we must acknowledge that the need for talent and its effective deployment is arguably more critical than at any point in recent times. All over the world, we have seen accelerated changes at the workplace in the last 18 months, while many employees have reconsidered their job and career

perspectives under terms we have never seen before.

The acceleration of technology is here to stay and has a huge impact, as it will continue to transform hundreds of millions of jobs over the next decade. This situation brings enormous opportunities, but it tests our ability to take advantage of them: for example by reskilling, upskilling and lifelong learning. We all share the will to collaborate and jointly design solutions for making the most of these opportunities.

That is why the China-Europe Talent Forum 2021 edition brings together again experts from politics, academia, from leading Chinese and European businesses and from across the Adecco Group. I am very much looking forward to welcoming you all to the Forum soon.

It is my great honor to be working on this platform together with his Excellency, Ambassador Wang. I am very grateful for this true and profound partnership, driven by the shared belief that talent is vital for the prosperity of both China and Europe.



A handwritten signature in black ink, appearing to read 'J.C. Deslarzes'.

Jean-Christophe Deslarzes,
Chairman, The Adecco Group

AGENDA

08.30-08.55 CET

Official Welcoming Remarks with

14.30-14.55 CST

- **Jean-Christophe Deslarzes**, Chairman, the Adecco Group
- **Sun Meijun**, Leader of Beijing Municipality
- **Giuseppe Crocetti**, Chief of Mission, Organisation for Migration
- **WANG Shihting**, Ambassador
- **Bernardino Regazzoni**, Ambassador

08.55-09.05 CET

Signing Ceremonies

14.55-15.05 CST

- Talent Strategic Cooperation Agreement by the **Beijing Institute of Talent Development Strategy, FESCO and the Adecco Group**
- Signing of the Memorandum of Understanding on Supporting the Development of Sino-Swiss Talent Exchange by **the Beijing Institute of Talent Development Strategy, FESCO and The Adecco Group**
- LHH-FESCO Joint Venture Agreement by **FESCO and The Adecco Group**
- Sino-Swiss (Beijing) Talent and Technology Innovation Cooperation Center Co-Construction Agreement by **the Beijing Institute of Talent Development Strategy and the Swiss Chinese Chamber of Commerce**

09.05-09.45 CET

Innovative paths for Talent Development

15.05-15.45 CST

- **David Hoey**, CEO, WorldSkills
- **Gui Sheng**, Director General Beijing Talent Work Bureau
- **Nazrene Mannie**, Executive Director of the Global Apprenticeship Network

09.45-10.00 CET

The Role of Academia and Ecosystems in shaping the Future of Work

15.45-16.00 CST

- **Yu Miaojie**, Party Committee Secretary and Deputy Dean of National School of Development of Peking University
- **Harald Gall**, Professor and Dean of the Faculty of Business, Economics and Informatics of Zurich University

10.00-10.25 CET

Networking break / Tea break

16.00-16.25 CST

10.25 – 10.45 CET

New Insights: Presentation of Two Research Studies

16.25-16.45 CST

- Presentation of the Global City Talent Retention Index by **Wang Xuanhua**, Executive Dean, Beijing Institute of Talent Development Strategy
- Presentation of #ResetNormal by **Cynthia Hansen**, Managing Director, the Adecco Group Foundation

10.45-11.45 CET

Trends and Challenges for the Global Talent Development

16.45-17.45 CST

- **Hao Jie**, General Manager, FESCO Group
- **Audrey Low**, Managing Director, LHH China
- **Yu Miaojie**, Party Committee Secretary and Deputy Dean, National School of Development of Peking University
- **Martin Hirzel**, President, Swissmem

11.45-11.55 CET

Concluding Remarks

17.45-17.55 CST

- **Alain Dehaze**, CEO, the Adecco Group
- **Gui Sheng**, Director General Beijing Talent Work Bureau

SPEAKERS & MODERATORS

IN ORDER OF APPEARANCE



SPEAKER

Jean-Christophe Deslarzes
Chairman, the Adecco Group

- Jean-Christophe Deslarzes has been a member of the Board of Directors since April 2015. He has been Chair of the Board of Directors since April 2020 .
- Jean-Christophe Deslarzes holds a master's degree in Law from the University of Fribourg, Switzerland.
- Jean-Christophe Deslarzes began his career in 1991 as a tax and legal consultant at Arthur Andersen in Switzerland. From 1994 to 2010, he worked at Rio Tinto and its predecessor companies, Alcan and Aluisuisse, in human resources and general management roles in Europe and Canada, including as Senior Vice President Human Resources and member of the Executive Committee of Alcan Group as well as President and CEO, Downstream Aluminium Businesses, Rio Tinto, based in Canada. He served as Chief Human Resources and Organisation Officer and member of the Executive Board at Carrefour Group, based in France, from 2010 to 2013. From 2013 to 2019, Jean-Christophe Deslarzes was Chief Human Resources Officer and member of the Executive Committee of ABB Group, based in Switzerland.
- From February 2018 until February 2021, he was Chairman of the Board of Directors of ABB India Limited, India. Since January 2021, Jean-Christophe Deslarzes

has been a Member of the Executive Faculty at the University of St. Gallen. Since May 2021, he has been a Member of the Board of Directors of Constellium (NYSE, headquartered in France).



SPEAKER

Giuseppe Crocetti International Organization for Migration, Chief of Mission for China

- Prior to his appointment as the IOM Chief of Mission for China on 1 December 2018, Giuseppe Crocetti, who is also accredited as the non-resident Chief of Mission for Mongolia, served in a number of senior posts with IOM in South Asia, South-East Asia and the Pacific including as the IOM Chief of Mission in Sri Lanka, the Maldives, and Papua New Guinea. Mr. Crocetti joined the International Organization for Migration (IOM) in 2005, after practicing law before the Italian courts. Specializing in international migration law, Mr. Crocetti possesses a law degree and a masters in European studies and international relations.



SPEAKER

WANG Shihting Ambassador

- Amb. WANG Shihting takes up the position of Chinese Ambassador to Switzerland since August 2020.
- Amb. WANG Shihting has served in the Department of African Affairs of Ministry of Foreign Affairs of China, Chinese Embassy in Zimbabwe, Chinese Embassy in South Africa, Chinese Embassy in Malawi, Chinese Embassy in Ghana.
- He was appointed as Counselor of the Chinese Embassy in South Africa in 2006, Counselor of the Department of African Affairs of Ministry of Foreign Affairs of China in 2008, Deputy Director General of the Department of African Affairs of Ministry of Foreign Affairs of China in 2013, Ambassador to Malawi in 2015, Ambassador to Ghana in 2017, and Ambassador to Switzerland in 2020.
- He graduated from Shandong Normal University, China Foreign Affairs University and George Washington University with a bachelor's degree in history, a bachelor's degree in law, and a master's degree in international politics and practice.



SPEAKER

Bernardino Regazzoni Ambassador

- Born in 1957 in Lugano, Mr. Bernardino Regazzoni holds a doctorate in Philosophy.
- He entered the Federal Department of Foreign Affairs in 1988 and went through his probation at the Office for European Affairs in Berne and at the Embassy of Switzerland in Abidjan.
- In 1990, he was posted as Deputy Chief of Mission in Kinshasa. On his return to Berne in 1993, he was appointed as Head of the Francophonie Desk, and in 1996 as Deputy Head of the Political Affairs Division I (Europe, North America) holding the title of Minister from 1999. From the same year to September 2002 he was Counsellor for diplomatic affairs to the Hon. Minister of Foreign Affairs.
- From September 2002 until July 2006 he was Ambassador of Switzerland to the Democratic Socialist Republic of Sri Lanka and to the Republic of Maldives, with residence in Colombo.
- From July 2006 to the end of 2009 he has been Ambassador of Switzerland to the Republic of Indonesia and to the Democratic Republic of Timor-Leste, with residence in Jakarta. In July 2009 he was concurrently accredited as Ambassador of Switzerland to the Association of Southeast Asian Nations (ASEAN).
- From December 2009 until May 2014 he has been Ambassador of Switzerland to Italy, concurrently

accredited to Malta and to the Republic of San Marino.

- From May 2014 to August 2018 he has been Ambassador of Switzerland to France, concurrently accredited in the Principality of Monaco.
- Appointed Ambassador of Switzerland to the People's Republic of China, Mongolia and to the Democratic People's Republic of Korea, he has taken office in Beijing in March 2019.



SPEAKER

David Hoey CEO, WorldSkills

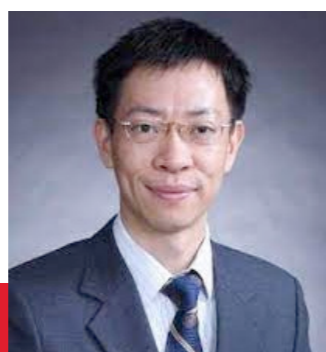
- David Hoey was recruited in November 2004 to provide professional management of the organization including strategic, operational and administrative responsibility.
- David Hoey has progressively developed WorldSkills International to be a global organization capitalizing on its unique and very important role in the showcasing and development of skills excellence.
- David Hoey has a Bachelor's Degree in Engineering (Mech), Certificate IV in Training and Assessment and a Masters of Business Administration. He is a Graduate Member of the Australian Institute of Company Directors. Recent studies include Strategic Perspectives for Non-profit Management at Harvard Business School and Performance Measurement of Non-profit Organizations at Harvard Kennedy School.
- He has worked as a Project/Systems Engineer, Sales Consultant, Technical and Sales Support, Training Consultant, National Training Manager, National Manager, and Owner/Manager of a consulting business prior to joining WorldSkills International. David initially specialized in industrial automation and control technology and then focused on training and consulting, business development, and productivity solutions. He has worked for and consulted to large Multi-National Corporations as well as small buLi



SPEAKER

Nazrene Mannie Executive Director, Global Apprenticeship Network

- Nazrene Mannie is a specialist in the field of social policy focusing on sustainable skills development and youth employment. Nazrene, a South African national, joined GAN Global in August 2019. Ms Mannie is a strong advocate for inclusion and access in training and work and has been appointed as a UN Geneva Gender Champion. She works closely with private sector companies and international development entities such as the ILO, World Bank, IOE, UNESCO and OECD to drive forward the agenda for agile Workforce Development within the context of the Future of Work.



SPEAKER

Yu Miaojie Party Committee Secretary and Deputy Dean of National School of Development of Peking University

- Professor Miaojie Yu is Boya Chair Professor and Deputy Dean of National School of Development (NSD), Peking University; director of Center for Global Economic Research (CGER), Peking University; Beijing Young Exceptional Scientist, and Secretary-General, International Consortium for China Studies (ICCS). He is a member of Commercial & trade policy consultant committee of Ministry of Commerce, China He is a Chang-Jiang Scholar of Ministry of Education of China, and is awarded as China's National

Science Fund for Distinguished Young Scholars. He also serves as Vice President of the China Trade Research Group (CTRG). He holds his Ph.D. in economics from University of California, Davis (2005) under the direction of Dr. Robert Feenstra. He serves as the executive editor of International Trade (in Chinese), the official journal of Ministry of Commerce. He also serve as a deputy editor of Review of International Economics, China Economic Journal, and an editorial member of the journal China Economic Review and Economic Systems.

- Professor Yu's research includes international trade and Chinese economy. He has published more than 100 peer-reviewed papers and 10 books in English and Chinese, including prestigious peer-review academic journals such as The Economic Journal, Review of Economics and Statistics, Journal of International Economics and Journal of Development Economics. He earned the Royal Economic Society (RES) Prize as his sole-authored paper published in the Economic Journal won the annual best paper award in 2016. He is the first Chinese economist to receive the RES prize. He also won China's Anzjie International Trade Research Prize, the highest research award for international trade research in China, four times (2008, 2010, 2014, 2016), in addition to China's highest research award on humanity and social science—Wu yuzhang Prize(2017), China's highest research award on development economics—Pei-Kang Chang Prize in Development Economics (2016), the Liu-Shibai Economic Research Prize (2014), Husheng Outstanding Young Scholar Research Prize (2015), and China's Commercial Development Research Prize (2015). He has columns in Singapore South Morning Post, People's Daily, and FT(Chinese). His books entitled "Sino-US Trade Talk" and "Trade like this" are the Best sellers in the Amazon and DanDan.com. He also serves as an advisor on the United Nations, Ministry of Finance of China, Ministry of Commerce of China, International Poverty Reduction Cooperation Center of the State Council and many local governments. As one of the three outstanding young professors of Peking Univ., he was invited to meet President Xi Jinping during PKU's 120 anniversary events in 2018.



SPEAKER

Harald Gall, Dean Faculty of Economics, Business and Informatics at the University of Zurich (UZH)

- Prof. Dr. Harald Gall is Dean of the Faculty of Economics, Business and Informatics at the University of Zurich (UZH) and Professor of Software Engineering at the Department of Computer Science at UZH. Before joining UZH in 2004, he was an associate professor at the Vienna University of Technology, Austria, in the Distributed Systems Group. He studied computer science at the Vienna University of Technology, obtaining his PhD and habilitation in computer science. His research is in software engineering with a focus on quality in software products and processes. His work focuses on long-lived software systems, software architectures, software quality analysis, data mining of large software repositories, cloud-based software development, and empirical software engineering.



SPEAKER

Cynthia Hansen Head of the Adecco Group Foundation and Social Innovation

- Following a career in the private and non-profit sectors, Cynthia Hansen joined the Adecco Group in 2017 to start the new Adecco Group Foundation and spearhead social innovation. Cynthia's areas of expertise include strategy, change management, social impact and partnership.
- At prior to joining the Adecco Group, she spent nine years at the World Economic Forum, in leadership roles across Strategic Partnerships, Professional Services, Financial Services, Civil Society, and Content Strategy. Previous roles include Director of Management Consultancy at boutique consulting firm Action Planning, Director of the US State Department's International Visitor program for the State of Washington under the World Affairs Council, and Head of Admissions for Amity Institute.
- Cynthia Hansen has served on a number of non-profit boards and advisory bodies. She holds an MSc in Management of NGOs from the London School of Economics and a double BA (Hons) in Asian Studies and English/Literature from the University of Puget Sound. Cynthia Hansen was also a Global Leadership Fellow of the World Economic Forum.



SPEAKER

Hao Jie, General Manager, FESCO Group

- Hao Jie is currently the Director and General Manager of Beijing foreign enterprise human resources service co., LTD (FESCO). As a senior expert in China's human resources service industry and the person chiefly in charge of FESCO, Hao Jie has been actively exploring new business models and broadening more service areas for FESCO with years of professional managerial experience, penetrating market insights, and innovative development ideas. At present, focusing on building FESCO into a shared service platform with integrated resources as well as a reliable partner for customers, he is leading his team to profoundly analyze customer demands and comprehensively facilitate service transformation based on big data and internet methods.
- FESCO founded in 1979 and being the first company in China to provide professional service of human resources to foreign enterprises' representative offices in China, foreign financial institutions and economic organizations, has a long history of providing professional HR service and is highly experienced in the market and fully qualified to provide such service. As one of the top 500 enterprises in China, FESCO is the primary HR strategic partner for multinational companies in China and is reputed to be the best in competitiveness and brand value in China's HR service industry.
- As a leading company in China's HR service industry, FESCO provides service to tens of thousands customers from hundreds of countries and regions as well as millions domestic and overseas employees working for these institutions. The customers include a large number of leading multinational companies, exclusively owned foreign enterprises, joint ventures of Chinese companies and foreign companies, cooperative companies of Chinese companies and foreign companies, state-owned enterprises, private businesses, covering high-tech industries

like communication electronics, IT, bio-technology, Internet, automobile and many other industries such as petrochemical, medical, financial and fast consumables industry.

- Active in civic affairs, Hao Jie serving as vice-chairman of International Medical Service and Management Committee of China Hospital Association, president of Human Resources Association of Chinese and Foreign Enterprises in Beijing.
- He received his MBA degree at CEIBS (China Europe International Business School).



SPEAKER

Audrey Low Managing Director, Lee Hecht Harrison, China

- Audrey Low is currently the Managing Director of Lee Hecht Harrison (LHH) China. She is fully responsible for leading the business in terms of strategy, market growth, sales, and service innovation to provide first-class HR management consulting services and solutions for companies in the China market.
- With more than 26 years of experience in HR services and consulting in Asia-Pacific, Audrey Low believes that transformation will be the key to success for businesses in the future of world of work. She is appointed to drive and develop the business of LHH in China, based in Shanghai. Prior to this appointment, Audrey Low acted as the Head of Sales for Asia and China of the Adecco Group based in Singapore. Since joining Adecco as the General Manager of the Singapore office in 1992, she has served as the GM of Singapore, Branch Manager of the Hong Kong office, and KA Manager of the Sydney office in Australia in 1993 and 2000.
- In 2003, she returned to HK and led the team to cultivate the market for over a decade, focusing on the development of professional talent recruitment services. Under her management and leadership, Adecco's brand and services have been highly recognized by

the local market with Adecco achieving a solid market positioning as one of the leading HR service companies in Hong Kong. In 2015, Audrey was given the mission of developing Adecco's presence in Macau. The Adecco Group believes that Audrey Low's rich experience will support LHH to develop high-quality HR management consulting services in China, allowing LHH to penetrate the market effectively and successfully.

- Audrey Low has outstanding leadership and management skills. She studied leadership planning and innovative leadership related courses at the world-renowned business schools and educational institutions IMD



SPEAKER

Martin Hirzel President, Swissmem

- Martin Hirzel became President of Swissmem in January 2021, and has worked in Swiss industry for more than 20 years. He is a member of the Board of Directors of Bucher Industries AG, Dätwyler Holding AG and two privately owned SMEs. He is also a member of the Regional Economic Council of the Swiss National Bank, and chairs the Advisory Board of ZHAW School of Management & Law. He was CEO of Auto-neum Holding AG for nine years up to the end of 2019. Prior to this, he managed the market region South America, Middle East & Africa for four years, mainly from its headquarters in São Paulo, Brazil. Between 2000 and 2007 he lived in Shanghai, China, where he was responsible for establishing the local presence of Rieter Holding AG. A native of Zurich, Martin Hirzel started his career by doing a vocational apprenticeship before going on to study business management with a focus on industry and international production at ZHAW. He then completed the GMP at Harvard Business School.



SPEAKER

Alain Dehaze Chief Executive Officer, the Adecco Group

- Chief Executive Officer since September 2015
- Regional Head of France from August 2011 to August 2015 Regional Head of Northern Europe from October 2009 to July 2011.
- Member of the EC since October 2009.
- A Belgian national and born 1963, Alain Dehaze joined Adecco Group in September 2009 as Regional Head of Northern Europe.
- He trained as a commercial engineer at the ICHEC Brussels Management School, Belgium.
- From 1987 until 2000, Alain Dehaze held senior positions in a number of European countries at Henkel and ISS. In 2000, he became Managing Director of Creyf's Interim in Belgium (now Start People). From 2002 to 2005, he was Chief Executive Officer of Solvus. Following the acquisition of Solvus by USG People, the Netherlands, in 2005, he became the Chief Operating Officer of USG People, with overall responsibility for operations, including the integration of Solvus. From September 2007 until 2009, he was CEO of the staffing services company Humares, the Netherlands.
- Alain Dehaze was on the board of the Global Apprenticeship Network (GAN) and previously served as its Chairman. Furthermore, Alain Dehaze was Vice President of the Board of the World Employment Confederation Europe and member of the Board of the World Employment Confederation between December 2010 and December 2015.
- Since August 2017 he has been a member of the newly formed ILO Global Commission on the Future of Work.



SPEAKER

Wang Yi e (Frank Wang) Chairman, FESCO Group

- Frank Wang is the Chairman of FESCO. Since he began to work, he has been devoted himself to China's HR service industry and spared no efforts to boost the development of FESCO.
- FESCO founded in 1979 and being the first company in China to provide professional service of human resources to foreign enterprises' representative offices in China, foreign financial institutions and economic organizations, has a long history of providing professional HR service and is highly experienced in the market and fully qualified to provide such service. As one of the top 500 enterprises in China, FESCO is the primary HR strategic partner for multinational companies in China and is reputed to be the best in competitiveness and brand value in China's HR service industry.
- As a leading company in China's HR service industry, FESCO provides service to tens of thousands customers from hundreds of countries and regions as well as millions domestic and overseas employees working for these institutions. The customers include a large number of leading multinational companies, exclusively owned foreign enterprises, joint ventures of Chinese companies and foreign companies, cooperative companies of Chinese companies and foreign companies, state-owned enterprises, private businesses, covering high-tech industries like communication electronics, IT, bio-technology, Internet, automobile and many other industries such as petrochemical, medical, financial and fast consumables industry.
- Active in civic affairs, Frank Wang is member of the first council of Beijing Institute of Talent Development Strategy and used to hold the post of Vice President of China Association of Foreign Service Trades.
- Frank Wang received an EMBA from CKGSB (Cheung Kong) Graduate School of Business).



MODERATOR

Li Dongning CGTN (China Global TV Network)

- Li Dongning is the host of the 60-minute in-depth news program "Global Outlook" on the English News Channel of China International Television Station (CGTN). She has presided over the China-Africa Forum Beijing Summit State Banquet, "the Belt and Road" International Cooperation Forum State Banquet, China-Europe Talent Forum of Zhongguancun Forum, Hicool Entrepreneurs Forum, China-ASEAN TV Week and other major events.

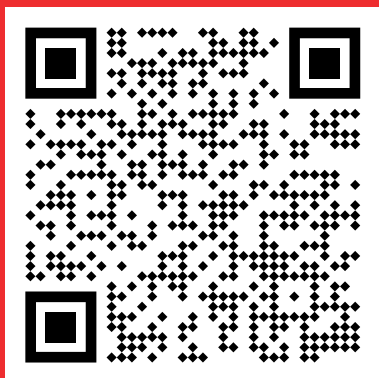


MODERATOR

Nico Luchsinger, Executive Director, Asia Society Switzerland

- Nico Luchsinger is the Executive Director of Asia Society Switzerland, an independent foundation dedicated to fostering Asia Competence, and part of the global Asia Society network. Nico Luchsinger has been working with Asia Society Switzerland since its inception in 2016, first as Head of Programming, then Co-Executive Director and sole Executive Director since April 2021.
- Nico Luchsinger studied history, economics and political science in Zurich and Geneva. He previously worked for Swiss newspaper Neue Zürcher Zeitung, founded the global entrepreneurial community Sandbox, and ran business development for Swiss startup Mila. When not working, he enjoys bouldering, baking bread, or exploring Zurich's playgrounds with his kids.

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In case you have any questions, please do not hesitate to reach out to
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