



PROVIDING HOLISTIC WORKFORCE SOLUTIONS TO FUTURE-PROOF YOUR BUSINESS

 **PERSOL**
HONG KONG

KELLY

 **PERSOLKELLY**
CONSULTING



ASSURING YOUR **PRESENT**

TRANSFORMING YOUR **FUTURE**

KEEPING YOUR BUSINESS AHEAD OF THE CURVE

The rapid technological advancements of the 21st century's Information Age engineered a seismic shift in the modern workplace, taking it from analogue to digital within the matter of decades. This tremendous change continues in Hong Kong today, where technology's relentless development constantly transforms businesses and creates new employment needs.

It is challenging for business leaders to stay abreast of the transforming demands of the workplace, and so we keep our ears to the ground for you. We observe developments in the latest workforce trends, the new generations of talent and emerging workplace technologies to make sense of the skills and roles that your business needs to stay competitive now and in the future.

SEAMLESS, HOLISTIC, RELIABLE

As workforce employment needs rose in the emerging Asia Pacific market, we responded by consolidating the vast experience and services of PERSOL Holdings and Kelly Services in 2016 to better serve our clientele.

Today, we unify three brands that work seamlessly under the PERSOLKELLY® company to fulfil every conceivable talent need of your business. One of the largest workforce solutions providers in the Asia Pacific region, we span over 50 offices across 13 markets.

We recognise that all great partnerships are based on trust, which in turn is built by optimal results, so we leave nothing to chance. We work methodically, collaboratively and creatively, to understand the ins and outs of your business so that the workforce solutions we propose are the right fit for your specific needs.

EXPERIENCE

BACKED BY RECOGNITION

Collectively, we have over four decades of experience in the Hong Kong labour market, and the recognition reinforces it. Kelly Services Hong Kong is a three-time consecutive Gold winner of the HR Vendors of the Year's 'Contract Staffing Solution Agency' (2016 – 2018). PERSOL Hong Kong is the No.1 brand for the Japanese market in Hong Kong. PERSOLKELLY Consulting Hong Kong won the Silver award for 'Best Leadership Development Consultant' at the 2018 HR Vendors of the Year. It would be easy for us to rest on our laurels. Yet we always strive to be bigger and better than the year before.



KELLY

THREE
EXPERT BRANDS

PERSOLKELLY
CONSULTING

ONE
POWERFUL COMPANY

PERSOL
HONG KONG

YOUR PARTNER FOR THE LONG-TERM

A global leader in workforce solutions, Kelly Services Hong Kong has been trusted by clients since 2001 to provide 360° talent offerings spanning recruitment and outsourcing solutions to executive search. Whether you're looking for an industry veteran to help a leadership role or a student to fulfil short-term needs, we are equally capable in identifying and negotiating with permanent, temporary or contract staff in a comprehensive array of industries.

YOUR PROGRESSIVE HR SOLUTIONS PARTNER

An organisation's strongest asset is its people. PERSOLKELLY Consulting provides customised, insights-driven HR solutions through an innovative talent programme, leadership development and organisational effectiveness that bring positive transformation to individuals and organisations. We foster a continuous learning culture and growth mindset that unleashes potential talent, upskills staff and creates capable and impactful leaders. With our strong experience particularly in training and development, we are committed to be your partner on the journey of driving your people's growth and, ultimately, improving your business performance.

YOUR NATIVE EXPERT FOR JAPANESE BUSINESSES

Japanese companies have a unique structure that requires cultural understanding from recruiters and potential talent. PERSOL Hong Kong, a highly recognisable and reliable brand to Japanese HR and business leaders in Hong Kong, is staffed mostly by native Japanese consultants who leverage their local knowledge and expertise to seek out talent suitable for the Japanese working environment. With access to a broad database of Japanese and Japanese-speaking candidates, we have an unbeatable track record of establishing our credibility and reliability over two decades to currently being the No.1 brand for the Japanese market in Hong Kong.



A man in a dark suit stands in a futuristic, curved space with a glowing blue and white background. The space is filled with vertical light beams and a complex network of glowing white lines that resemble data or circuitry. The ceiling is a curved, ribbed structure. The floor is highly reflective, showing the man's silhouette. Two white arrowheads point outwards from the center of the image.

A **FULL SUITE** OF OFFERINGS.

LEADING EDGE SOLUTIONS
FOR **EVERY NEED**



PERMANENT PLACEMENTS

Whether it's for a specialised role or a general office position, the right talent should be committed and able to contribute meaningfully to the business. We make it a point to understand your company's values and culture before performing a unique talent mapping to validate and pinpoint potential candidates. Interviews and screenings will then be conducted to ensure that the candidates align with what you are looking for. Our specialisations are diverse, ranging from Banking and Financial Services, Insurance, Technology, Industrial and Engineering to Corporate Services, Consumer, Executive and the Japanese market.

We also provide complete support for all recruitment tasks, such as adjustment of recruitment conditions and pre-employment follow-up, so that you can get the best out of your new hire with minimal hassle. As no fees will be charged until you have decided to employ our candidate, rest assured that all candidates we recommend are a potentially good fit for your business.



TEMPORARY AND CONTRACT STAFFING

Speed and flexibility are key when hiring for temporary or contract positions. We maintain a database of registered workers in various industries ready to plug the gap for you, be it for one day, a few days a week over a busy peak period, or even a few months while your permanent employee goes on an extended break.

Temporary roles that we have successfully filled include corporate office, IT, frontline retail, and various banking positions. Our IT professional contracting services include technical support and project management for major government, banking and commercial projects.

Reduce your personnel management costs as we will handle the employment process from end-to-end, covering salary negotiations, social insurance procedures, and payroll. With our expertise in the Hong Kong Employment Ordinance, we share some of the best practices in the local market to ensure that our solution will suit your temporary needs.



EXECUTIVE SEARCH

Finding top talent to take over critical leadership roles is like finding a needle in a haystack. We take the burden from you with our cross-border network of contacts and in-depth assessment of all potential candidates. Operating on the premise that every leader we place must be able to make a positive impact on the business and its people, we evaluate each candidate based on hard and soft skills, experience, track record, vision and personality.

Utilising our in-house technology, we search across borders to locate talented business leaders quickly and efficiently. Roles that we have successfully fulfilled include vice presidents, sales directors and financial heads.





RECRUITMENT PROCESS OUTSOURCING (RPO)

Recruitment is more than simply finding the right talent; it's also about attracting the right talent to join you. Our RPO service enhances your ability to recruit talented people through working with you from company diagnostic to onboarding process. Our experienced RPO team will identify challenges and formulate effective measures to improve your recruitment effectiveness, and also develop a sustainable scheme to improve your results and recruitment competitiveness. We are particularly effective for businesses that are either new to market or rapidly expanding.



CONTINGENT WORKFORCE OUTSOURCING (CWO)

Outsourcing labour and services can be tricky. Optimise your labour spend and limit your exposure to liability with our CWO practice that gives you access to service providers and critical talent at highly competitive rates. We help to deliver a positive impact to your bottom line by applying labour market insights, data analytics, and supply chain management principles that enable you to spend wisely and effectively.



BUSINESS PROCESS OUTSOURCING (BPO)

There are numerous components to running a business, and many of them take up more time and resources than most leaders can afford. Integrating operational management with our core staffing expertise, our customised BPO solutions help companies of all sizes to increase productivity and reduce costs by taking over a whole or part of the business process. With our support, you'll be able to better focus on your core business and achieving your business objectives.



INDEPENDENT CONTRACTOR SOLUTION (ICS)

With over 1,500 contractors and temporary staff working for our various clients, we have a proven track record in providing clients with quality temporary staffing or longer-term contracting solutions. Tap onto our valuable contingent talent pool and save valuable time and hassle related to the hiring of independent contractors. Going beyond ensuring that all necessary documentation is in order, we provide on-boarding, administrating, risk assessment and payroll services for outsourced talent, giving you peace of mind.



PAYROLL OUTSOURCING

Payroll is time-intensive regardless of the size of your company. We help eliminate your administrative burden with meticulous end-to-end payroll management, from regular monthly remuneration to commission schemes, insurance, workers' compensation, and more.



HR CONSULTING & MANAGEMENT ADVISORY

When there are gaps to be addressed within an organisation's workforce processes, or when an organisation simply wants to optimise its effectiveness, we come in to transform and develop. By assessing existing talent acquisition strategies, employee engagement, development and career transition processes, we identify gaps and provide HR solutions to support corporate growth.



LEARNING ACADEMY

Building and maintaining a strong and talented workforce is the foundation of every company's success. We focus not only on delivering engaging content, but also on fostering a learning culture that impacts the way people think and act. When organisational leaders consistently exhibit desired behaviour, they set the example for the rest of their workforce, building a company culture that drives employee engagement and business growth.

Our bespoke approach to learning & development sets us apart from the rest of the industry. We speak to companies to understand training needs, and work closely together with HR and business leaders to carefully curate customised solutions that account for situational and issue-specific training. The situations that we handle include developing next-generation leaders and building a resilient workforce to achieve sustained growth.



PEOPLE ANALYTICS LAB

Understanding your people is key to knowing the best ways of engaging them. We help companies achieve strategic HR management through accurate analysis of employee behavioural data, providing a comprehensive view of past successes and behaviours of individual and teams. This allows companies to better plan future processes and operation frameworks that are crucial in developing employee engagement practices.



CAREER TRANSITION SERVICES

Organisational upheavals usually result in HR headaches as the workforce is plunged into uncertainty over a prolonged period. At this point, it is crucial to protect your brand reputation, manage departing employees, and maintain productivity, engagement and morale.

We support companies through this tough transitional period by planning for and managing restructuring complexities and risks. We also provide support, assistance and resources for personal career transitions, and are fully flexible to support diversified career options.



RESEARCH & THINK TANK

Rapid technological advancement, digitalisation and rising competition have made research and analytics in human capital into valuable steps towards business growth. According to the best landscape practices and anticipated trends, we examine individual and organisational issues through research groups and studies joined by public, private and academic sectors.

Our results are shared in journals, events and on media to help businesses attain a deeper and more comprehensive understanding of their desired subject matter, allowing for better decision making.

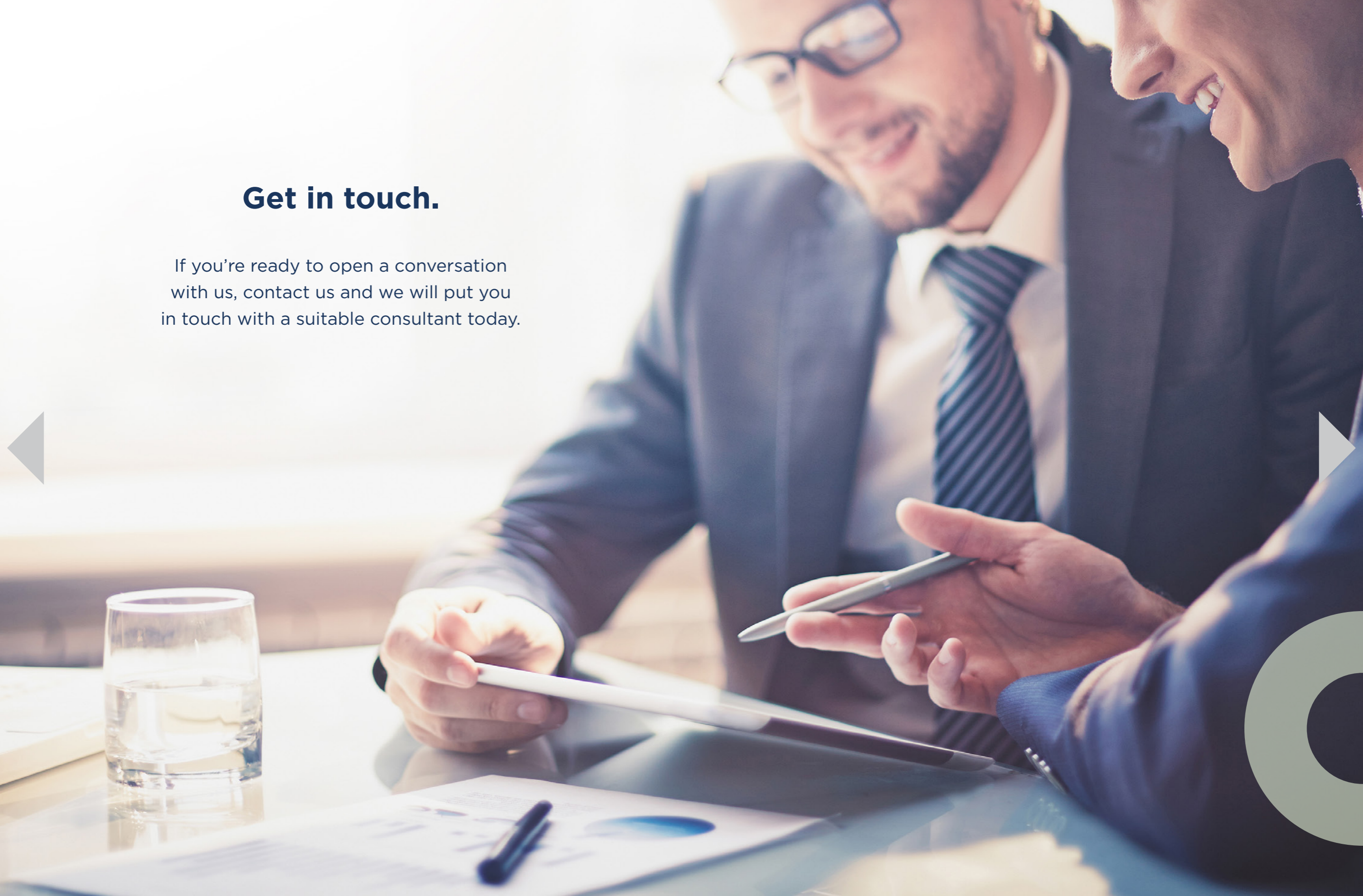


TALENT MANAGEMENT TECHNOLOGY

The nature of the current workforce is agile and fluid, leading to unpredictability. We help organisations to streamline and automate processes, and nurture talent from "hire-to-retire" with cloud-based innovative Human Capital management solutions.

Get in touch.

If you're ready to open a conversation with us, contact us and we will put you in touch with a suitable consultant today.





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