

Talent Attraction & Reward

- Hybrid culture with Asian HQ.
- Language.
- Kaizen & team culture.
- Performance reward system.
- Partnership / ownership.
- Culture of specialists.
- Develop local leadership.
- Leverage internal network.
- Have consensus yet act decisive.
- Robust and customized training.

Talent Management Challenges

- Gender retention issues after life events.
- Develop talent without creating a retention issue.
- Transition from seniority based to performance based management.
- Succession of next generation of local talent leadership.
- “Foreign employees” verses transient “expats”.
- Need global thinking with local expertise.
- Job Description – right person for the job.
- Managing employee motivation thru uncertainty.

HR and Change in Ownership.

- Explaining what is in the media.
- Maintain our effective talent evaluation and reward system.
- Consistently review and connect with “high po’s”.
- Assets are the people - tied to the AUM.
- Keep the firm focused and positive.
- Identity as an independent Japanese fund company.
 - High degree of diversity – unique strength of the firm.
- Managing announcement timing.