

November 2017 Global Council Summary for Asia

Developments are moving fast and furious here in Asia with the ASEAN summit this week. The re-election of President Xi in China has huge implications as his philosophy of Socialism with a Chinese Character has been accepted as an addendum to the constitution and his more than three hour speech laying out the direction for the next five years significantly impacting on our profession. He mentioned nothing about GDP and instead emphasized the need for the Communist Party to attend to the challenge of increasing the happiness of the Chinese people. Since the pursuit of happiness lies at the core of what we as career and talent professionals do, with happiness standing on the two legs of Love and Work, we are seeing a surge of interest in counseling and coaching services at all levels of Chinese society.

The economy in China continues to be strong despite some concern about the level of debt. President Xi's anti-corruption campaign and emphasis on creativity, innovation and entrepreneurship have had major impacts as the massive distribution of wealth continues and the fight to end poverty finding powerful results. Coupled with this national program to end poverty is a commitment to further urbanize the population with a plan to move an additional 300 million into cities by 2025, increasing the middle class and reforming the education and residence system to develop better talent and the job creation that needs to accompany that.

The Asia Pacific Career Development Association will hold its annual May conference in Beijing. The sponsors are a professor from Tsinghua University and a competitor to my company, New Elite who are running this in an exclusionary manner despite my offer to help. Next month, the National Career Development Association will hold a major conference in Shanghai with Dr. David Savickas as one of the major speakers. The training of career and talent professionals is primarily now mostly in the hands of Beisen, the largest assessment company in China, New Elite based in Shanghai and Suzhou Success Partner in partnership with ZiHang in Suzhou. There has been no viable effort to build our profession here in China with Beisen's effort with NCDA, called GCDF, failing two years ago and no alternative yet in place. Our company is launching our maiden Accredited Career and Talent Development Professionals program in the first two weekends of January after two three day intensive programs just on Psychological Type and Temperament and its basis in the I Ching or Chinese Book of Changes.

The situation in the Philippines is also encouraging based on the groundbreaking vision of Luis Anastacio and his SFI Group of companies. Together with SuccessDNA, our Singapore company, we have evolved a strategic workforce development program with an ACTDP launch in February in partnership with the Career Development Association of the Philippines. We are working in tandem with the World Bank and the Philippines Chamber of Commerce alongside the national government's Department of Labor and Employment to embed a career development framework as the basis for workforce development. Excitement mounts as the stakeholders are increasingly being put in place.

Our colleague, Dr. Carla Siojo, Director of Career Services of Ateneo de Manila University has been elected the new President of APCDA and she will be working

closely with us and the Board of Directors of the Career Development Association of the Philippines in not only expanding the numbers of fully trained career development professionals but also a huge cadre of entry level Career Advocates who will deliver career services in schools, Public Employment Service offices (PESOs) of the national government (110 throughout the Philippines), corporate/business and NGO organizations.