



# HUMAN RESOURCES COMMITTEE

The AmCham China Human Resources (HR) Committee includes more than 150+ active members from a wide range of multinational companies. Most of these members are in-house HR managers, directors, and VPs from various industries. The HR Committee's 2023 strategic plan is grouped around three types of activities: *Advocacy, Business, and Community* (ABCs).

**Committee Priorities:**

Advocacy-Low

Business-High (information sharing)

Community-Medium (networking)

## Mission

The HR Committee serves as a thought leadership exchange platform for critical HR trends and cutting-edge innovations in an effort to build a broader HR business community in China. The mission of the HR Committee is to serve and support our members and broader HR community in China with opportunities to:

- Exchange ideas and share experiences around critical HR topics.
- Connect and network with peers at our annual HR Conference.
- Learn the key HR and business skills required to support organizational growth.
- Advocate shared interests in order to influence government policies and regulations.

## Main Activities

Committee members help draft the Human Resources Chapter in our annual AmCham China *White Paper*.

*White Paper* delivery meetings with MOHRSS  
中华人民共和国人力资源和社会保障部

A quarterly CHRO exclusive roundtable provides an open peer-to-peer platform for senior HR professionals from MNCs operating in China to exchange ideas, share best practices, and benchmark standards in critical HR topics.

Our annual Human Resources Conference serves as a key platform for AmCham China members and the broader foreign business community in China to benchmark key trends and cutting-edge innovation in talent acquisition and retention, organizational development, and employee engagement, attracting more than 200 participants from 80+ member companies.

## Leadership



*Co-Chair:*

**Charise Le,**  
 Schneider



*Co-Chair:*

**Michelle Zhang,**  
 Pfizer



*Co-Chair:*

**Charles Shao,**  
 Korn Ferry



*Co-Chair:*

**Annie Wang,**  
 Bayer



*Co-Chair:*

**Janet Chen,**  
 Microsoft

## Member Profile

Member Companies

**150+**

Committee Subscribes

**>380**

## 2023 Committee Strategic Focus

Advocacy (A)	Business (B)	Community (C)
Low Priority	High Priority	Medium Priority
Call-for-comments for human resources new regulations.	Information exchange on case studies and knowledge sharing regarding critical HR topics.  Share the key HR and business skills required to support organizational growth.	Connect and network with peers at our events.

## 2023 Working Plan (Subject to Change)

Q1	Q2	Q3	Q4
<ul style="list-style-type: none"> <li><b>February:</b> Yearly Planning Meeting</li> <li><b>March:</b> CHRO Roundtable #1: Talent Management in the Post-covid Era</li> </ul>	<ul style="list-style-type: none"> <li><b>April:</b> Regular Committee event #1 Organizational Effectiveness</li> <li><b>May:</b> Preparing for HR Conference</li> <li><b>June 9:</b> Annual HR Conference</li> </ul>	<ul style="list-style-type: none"> <li><b>July:</b> HR-focused Training #1: Breaking Unconscious Bias</li> <li><b>September:</b> General Event #2 or Enterprise Visit</li> </ul>	<ul style="list-style-type: none"> <li><b>October:</b> HR-focused Training #2</li> <li><b>November:</b> CHRO Roundtable #2</li> </ul>

## Active Committee Members

Abbvie Pharmaceutical Trading (Shanghai) Co., Ltd.	AGCO (China) Holding Co., Ltd.	Alcon (China) Ophthalmic Product Co., Ltd.
Afton Chemical (Beijing) Co., Ltd.	Akamai (Beijing) Technologies Co., Ltd.	American Petroleum Institute (API)

Amway (China) Co., Ltd.

AVX Electronics (Tianjin) Co., Ltd.

B & L (Shanghai) Project  
Investment Consulting Co., Ltd.

Beijing Alltech Biological Products  
(China) Co., Ltd.

Beijing North Head Consulting  
Company Limited

Beijing United Family Hospital and  
Clinics

Bruker (Beijing) Scientific  
Technology Co.,Ltd.

BUNDOR VALVE USA INC.

Burson-Marsteller

Butler (Tianjin) Inc.

Case New Holland (China)  
Management Co., Ltd

Caterpillar (China) Investment  
Co., Ltd.

Celanese (China) Holding Co., Ltd.  
Beijing Branch

Chevron China Chemical Co Ltd

CIeNET Technologies

Cigna Corporation Beijing  
Representative Office

Coherent Inc. Laser Group

Coloplast (China) Medical Devices  
Limited

Conocophillips

Corning China (Shanghai) Regional  
Headquarter Beijing Branch

Covidien Healthcare International  
Trading (Shanghai) Co., Ltd.

CSMC Technologies Fab2 Co., Ltd

Cummins (China) Investment  
Co., Ltd.

Dell (China) Co., Ltd. Beijing Office

Dezan Shira & Associates

Du Pont China Holding Co., Ltd.

Eddic

Emerge Global LLC

Emerson Electric (China) Holdings  
Co., Ltd.

Entrust Datacard China

Essential Benefit Solutions  
Corporation Limited

ETS-Lindgren China

Fluke

Global English (Shanghai) Software  
Technology Co., Ltd.

Goldman Sachs (China) L.L.C.

Havi

Hines Interests Limited  
Partnership

Hologic China

Hydro

Integra Group

Intel

ISACA Information Technology  
(Beijing) Company Limited

John Deere (China) Investment  
Co., Ltd.

John Wiley and Sons Commercial  
Service (Beijing) Co.,Ltd.

Johns Hopkins University Carey  
Business School

Johnson & Johnson (China)  
Investment Ltd.

Keysight Technologies ( China)  
Co.,Ltd.Kimberly-Clark (China)  
Company Ltd.

Kingston Technology Co., Ltd.

Lehman Brown Accounting And  
Financial Consulting Ltd.

Lenovo (Beijing) Ltd.

Levi Strauss & Co.

Marubeni ( China ) Co., Ltd.

MathWorks China

Merck

Merit Medical Beijing Company  
Ltd.

Mitsubishi Corp

Mondelez Greater China

Moody's Investors Service  
(Beijing ) Ltd.

Oshkosh Commercial (Beijing)  
Co., Ltd.

OSI (China) Holding Co., Ltd.

Penn Wharton Consulting (Beijing)  
Co., Ltd.

Pfizer Investment

Pillsbury Winthrop Shaw Pittman  
LLP Beijing Representative Office

PRI Management and Consulting  
Ltd.

PricewaterhouseCoopers

Principal Life Insurance Company

Qualcomm China

Russell Reynolds Associates  
Co., Ltd.

S&P Global

Schneider Electric (China) Co., Ltd.

Sinogaschina

Tapjoy Wireless Applications  
Technology (Beijing) Ltd.

Terex (China) Investment Co., Ltd.

The Foreign Spirits Producers  
Association Ltd Beijing  
Representative Office

Thermo Fisher Scientific (China)  
Co., Ltd.

Thought Works Software  
Technologies (Beijing) Ltd.

University of Minnesota

University of Notre Dame Beijing  
Global Gateway

Vermeer Tianjin Manufacturing  
Co., Ltd.

Waters Technologies (Shanghai)  
Ltd.

Westinghouse Electric Company  
(China) Co., Ltd.

Xcoal Import and Export (Beijing)  
Limited Company