

# People Matters

Presented by



**RDI**

Research Direct International



# People Matters

## PANEL MEMBERS



**Chihyun Park**  
Founder Insight Plant



**Nigel Venning**  
Owner & MD  
British Education Korea



**Mike Kim**  
VP Sales / HR Director  
Amway Korea

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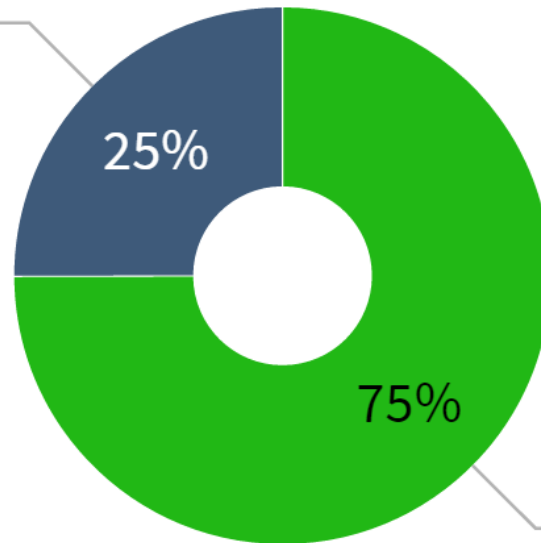




# Are you Korean? or Non-Korean?

 Korean **A**     Non-Korean **B**

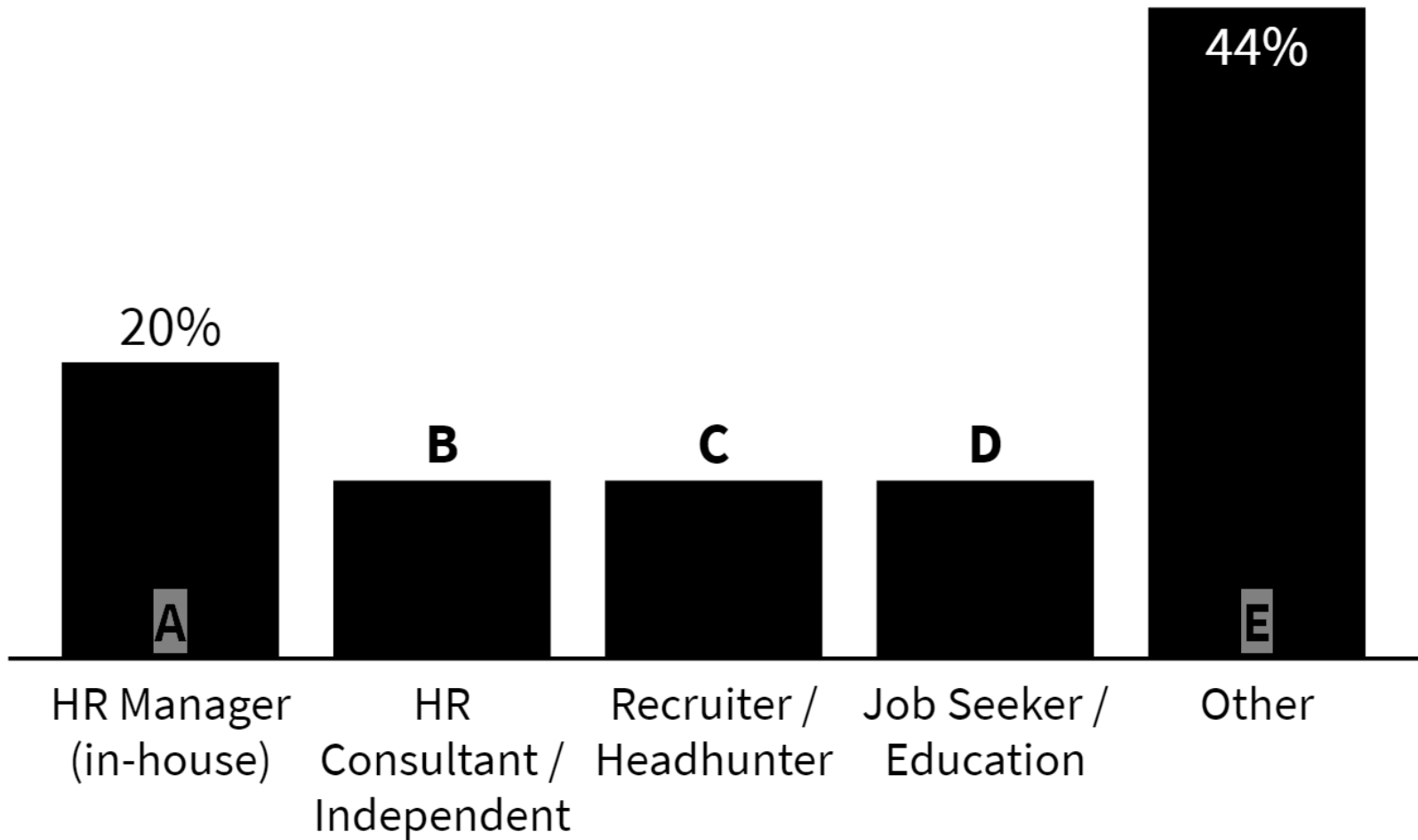
Non-Korean



Korean



# What is your profession?





# Why do People Matter?

“people”

“We all work together”

“Organization makes money”

“Because people create happiness”

“Because people make changes”

“people are in every org, industry, tech, etc.”

“people does the works. accomplish mission make vision true.”

“People is all...”

“Cuz Business is happen through People and another People”

“People is the most resource to run business and to success”

“Because people create happiness”

“Many things happen within human network and human network itself consists of people :) 한글도 되나요..”



# Why do People Matter?

“People is the essence of organization”

“Because a company cannot function or succeed without its people”

“Because we are people, and we matter”

“People consist of organisation”

“That's because we're human beings”

“Because labor force is the most valuable asset”

“Dealing with people is what we do the best”

“We are the asset”

“Since it has big impact on the organizational performance”

“Building a better working world.”

“People are ultimate success key.”

“People is the essence of organization”



## Questions for the panel

Mike: What do you think the biggest barrier to hiring a foreigner in Korea, not in-patriate, assuming he has the similar competencies with Korean. Visa? or else?

To the panel: what advice would you give HR professionals to facilitate a work environment that not only gets the best ROI from employees but also a meaningful and engaging work experience? What are the top HR trends in Korea?

All: what is your opinion on the future (5~10 years) of foreign/global employees in Korea?

Who was your most memorable employee and why?

Part of my challenge is creativity among the employees. And it seems to be stemming from the fact that mistakes are so stigmatized in Korea (and really everywhere else from my experience), and people are not prepared to be wrong. What can companies do to foster creativity in employees, who seem to have been "educated" out of their creative capacity?



## Questions for the panel

To the panel: What advices would you give to HR professionals in order to facilitate an environment that not only get the most ROI from employees but also provide a meaningful, engaging work experience for their people?

Do you think human labor force is still in demand even in the fourth industrial revolution era ?

Do you see a shift in focusing on potential vs performance when assessing talent? If so what changes are being made?

What is your biggest concern regarding employer branding or/and recruitment?

Will big companies in Korea move away from seniority based promotion and pay structures?

To Mike: How can I pull top talents from offline market to eCommerce?





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