

# FMW Global Monthly Magazine

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Special issue  
**Business in India**



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## Group Editorial

How is the Indian market doing from an insider's point of view?

Author: Abhiruchi Shrivastava

India has always been a market for endless opportunities and the growth rate has really accelerated in the last 15 years. In current post pandemic days including global economic and catastrophic recession era, India has managed to keep itself insulated a bit to an extent that we are still registering growth.

Industries like Automotive, EV, Quick Retails, e-commerce, Infrastructure & Construction, Clean & Sustainable Energy, Chemical Manufacturing, Luxury Textile and even tech start-ups are seeing constant surge of needs from both international and Indian customers. For example, R&D and shared service centers are opening up in India across major cities to support engineering and product organizations.



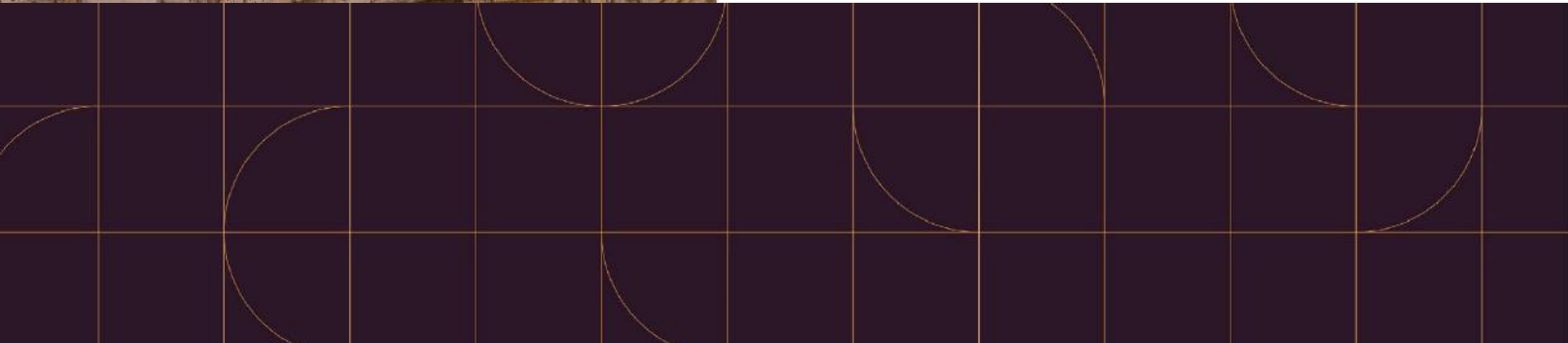
From an HR consulting market perspective, services like HR technology, Payroll Management, Hiring and Training encompass the largest chunk. Measuring the current trend, we are seeing a little drop in hiring needs, mainly in US Tech MNCs and their suppliers, although the situation is expected to resolve by mid of this year itself.

India is a market of abundance and has people excited to explore opportunities with new organizations and geographies. Not to forget a very volatile market from a compensation offering perspective and agency competition on the price rates. It has definitely migrated from just a “low cost center” to “effective and fast productive center”. With such vibrant business nature, looking forward to being AGA (Avant-Garde - Global - Authoritative) with Future Manager!

Abhiruchi Shrivastava



## News from the Market



Italy Country Manager Marzia Pittoni has acquired a very important client aiming to allow the circular design and production of “Made in Italy” in order to be self-sufficient, self-regenerating, reliable, safe and aware of energy consumption. The partnership foresees a focus on three key Italian industries: Automotive, Fashion and Furniture.

This partnership is financed by the Italian Ministry of University and Research, thanks to the funds provided by the European Union for the NextGenerationEU Program. Marzia is now in charge of the search and selection of the new General Director for the client.



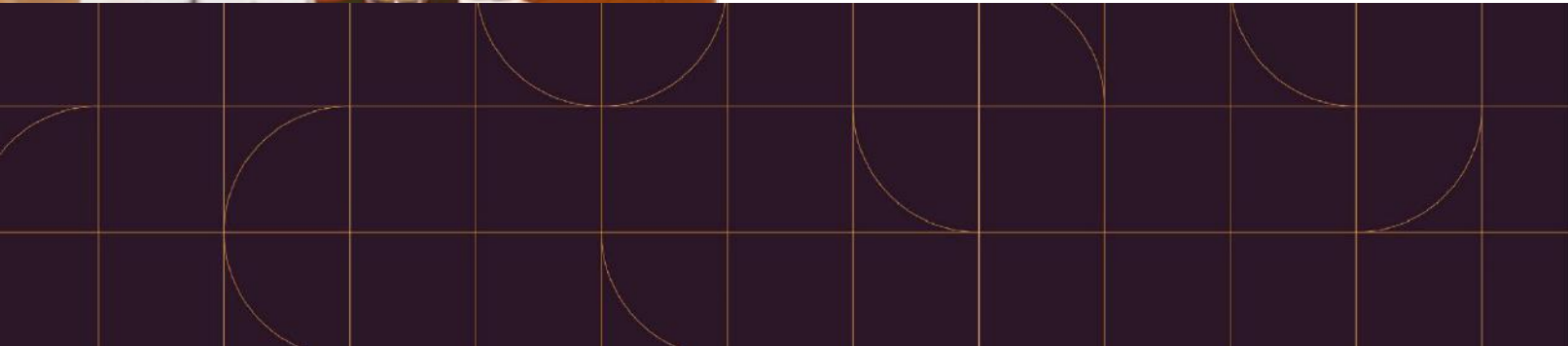
In addition to this, Italy has been involved by the Italian direct branch of a prestigious French multinational brand to take care of the new generation of employees for the Marketing and Finance areas. The project foresees the farming of junior profiles through group dynamics that will lead first to an internship and then to a possible permanent placement in the company. The formulation and proposal of the offer made by Future Manager Italy has been received and carefully analyzed by the HR department of the company, which has given the final approval to start.

Another important news comes from Italy. A pharmaceutical company located in Malta contacted Future Manager Italy for the search of a Quality Assurance Specialist. The offer has been sent and the contract has been signed by the client.



Moreover, a prestigious company specialized in the production of tires for industry and goods/passengers transportation has been keeping in touch with our Colleague Marzia as well.

Their specific need is to hire two new salesmen located in Switzerland. To this end, our esteemed Colleague Stéphane Glaser, North of France Country Manager, will take care of this search.



Furthermore, our Colleagues Abhiruchi Shrivastava, Lloyd Dicks and Neil Chandaria are strengthening the direct relationship with first-line managers in order to start a fruitful collaboration with an important Automotive company in India, wishing to expand on the South African and Australian territory.



Bernardo Tosco



## News from the Industries

Black, grey, blue, purple, green. A color palette? No, the hydrogen's shades according to its extraction.

Nowadays, most people see a common, global solution in the green energy field that may help the world take the first, concrete step towards decarbonisation: the so-called green hydrogen. Extracted from water with the help of renewable energy-produced electric current, green hydrogen can be employed in many ways and industries, from Transports to the Chemical and Industrial sector.

In order to truly undertake this challenge, though, it is crucial to invest on the development of the right production and

hydrogen conversion technologies, as well as on specialized professionals capable of monitoring and supervising these processes. This is exactly what many Italian companies have in mind nowadays. For example, aiming for the supply of energy conversion systems on a global scale and giving more and more relevance to well-combined technical and sales roles - such as Electrical Sales Engineers - has become more and more important in this industry. More specifically, companies have progressively wished to tackle climate change by designing, manufacturing and supplying high-performance converters specialized in hydrogen energy conversion, while collaborating with global networks to share knowledge and best practices.

When such a global commitment matches the company mission, you can really say that you have good *energy* for it.

Valeria Vetri





## Specialistic Divisions

Have you ever considered how hard it can be to recruit doctors, nurses and medical staff employees on an international level?

In such operations, local legislations and cultural variables cannot be excluded when facing these kind of global challenges. But most of all, knowing the specificities of the job and accurately assess them can be quite hard for HR Recruiters, who of course are not required to have this kind of knowledge for their daily activities.

This is why having dedicated professionals in this field is crucial for making the right hiring decision.



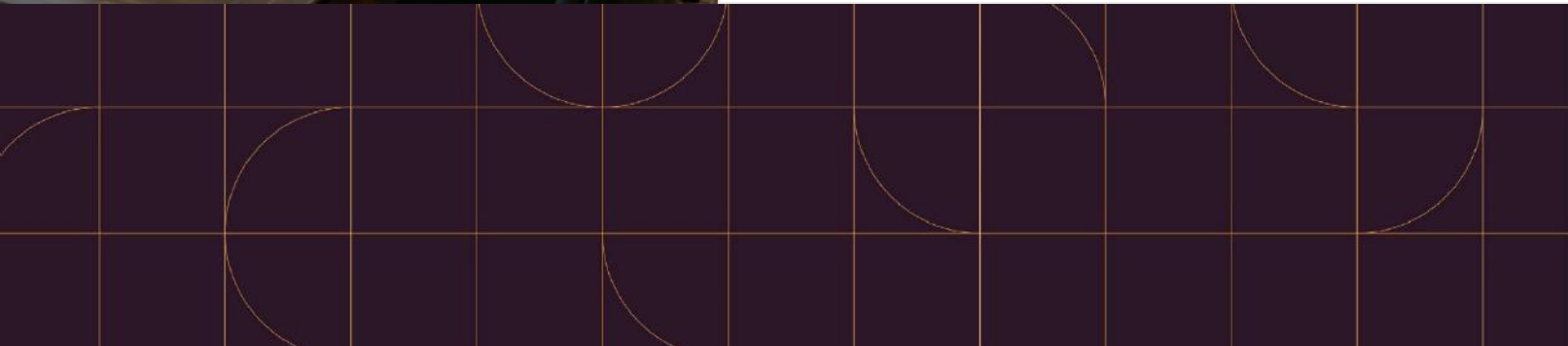
Our Medical Division has recently been contacted just for this purpose. Our Colleague Rodolph Castel in South France received a business proposal for a big recruitment operation in the health care industry involving the search of several doctors, nurses and other medical personnel to hire. Andrey Anuchin and Dmytro Klim, our Medical Division Managers, will support him along the process with their expertise on the field by assessing the candidates from a technical point of view, while understanding the company health care needs and its organization.

A prestigious help that has to be shared and recognized for it to be employed more and more in future operations.

Valeria Vetri

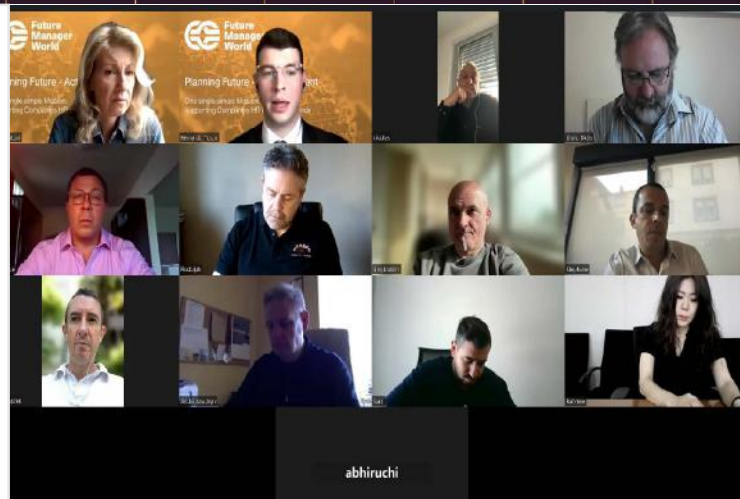


## Corporate Updates



On the 4th of May, the first Federal Assembly and Council of Future Manager World were convened. This has been the milestone of the evolution and renewal of the Group since 2019, when the Company was a ramified network.

The Countries present at the Federal Assembly have discussed about the presentation of the Expansion Plan. As showed during the reunion, the same methodology will be implemented for both the US and German territory.



When the plan was completely shown, the Assembly had a vote to decide whether or not to give consensus to the Council to declare with a further vote the implementation of the expansion plan.

Both the Assembly and the Council have approved the project with their vote, and the Council has given official mandate to the HQ to undertake this complex and important path.

Bernardo Tosco





## Inside FMW Japan

Kevin Naylor

Kevin Naylor joined *en world* Japan in 2005 as a Consultant.

He spent most of his early career as a recruiter supporting Clients and Candidates in Accounting & Finance, Operations, Audit, Risk Management and Compliance for top global Financial Services firms. He learned directly from Nick Johnston, founder of Wall Street Associates, and owes much to Nick for his success in the industry.

Kevin went on to become Team Manager of the Financial Services Team and weathered the storm through the Global Financial Crisis.



He was promoted to Senior Manager in 2011, broadening his coverage to include Accounting & Finance for non-financial firms and IT while also starting up the Legal & Compliance Team. Since then, Kevin has played a number of key roles across *en world* giving him the opportunity to oversee nearly all of the recruiting business lines including Contract Staffing as well as our APAC offices. His experience also includes a 1-year stint as Vice President of Operations responsible for *en world's* internal Finance & Accounting, Human Resources and IT for the region.

From October 2020, Kevin has shifted to yet another new role as Vice President of Business Development. In this role, he is responsible for ensuring the quality of account management for all of *en world's* top clients while also building new business relationships to support global clients in the Japanese market.



Originally from Kansas in the United States, Kevin graduated from Pennsylvania State University with an MA in English Language and Literature. He moved to Japan in 1997. Prior to joining *en world*, he worked as an Assistant Area Manager in Yokohama for the market leader in English language education services where he managed more than 10 schools and nearly 100 English teachers.

He is a proficient speaker of Japanese.

Kevin Naylor

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# Future Manager World

Planning Future - Acting Present

We are present in:

EMEA - IMEA - APAC - LATAM -  
USA & North America