

Richard Payne

Independent Consultant and Executive Coach

Asia HR Strategies

Speaker & Advisor on HR Business Strategy



Looking at Human Resources in Asia from a truly business perspective

Professional experience

- Rick Payne is an independent consultant who advises organizations and coaches executives on how best to lead, motivate and reward their employees to build successful businesses in Asia.
- He has more than 25 years of experience in Asia building businesses and consulting on human resource issues.
- Rick is considered one of top experts in his field, having created multiple Asian-wide consulting businesses in the Asia region.

Sample presentations

- *The Perfect Storm: Technology, Generation Y, and HR Trends Across Asia Pacific*
- *Leading Change by Enhancing HR Productivity*
- *People, Performance and Profit: The Link Between Risk and People*
- *The Future Direction of IT Hubs: Impact on Staffing and Location*

Sample engagements

- Rick has provided speeches at conferences and in client seminars in Asia and globally. He has provided briefing to company planning and strategy meetings and is now an executive coach to senior executives.
- He is often asked to look at global opportunities and talent as seen through an Asian perspective, looking at talent management and employee preferences in Asia (and why Asian firms will become preferred employers in the future) and the increasing significance of the role of 'corporate culture' in attracting and retaining talent.

Richard Payne - Personal bio-data

- He held a series of marketing and regional management positions with Mercer and Aon Hewitt in Asia.
- He co-founded, built, and then sold the Asian operations of a consulting firm with a global reach. Early in his career, Rick worked as a writer, editor and Asia editorial director for the Economist Intelligence Unit, the business advisory arm of The Economist Group. During that time and subsequently, Rick authored numerous articles and books.
- Rick has a Master of Asia Pacific Studies degree from the University of San Francisco, a Master of Arts in International Relations from Johns Hopkins University School for Advanced International Studies and a Bachelor of Arts degree in Asian Studies from the State University of New York at Albany.
- A Singapore Permanent Resident who has lived and worked in Australia, Hong Kong, India and Japan.

"Rick is one of the few HR professionals in Asia who combines extensive knowledge of HR practices with a detailed understanding of Asia's complex markets and strong insights into corporate strategy. As a result, he has excellent and sometimes unique insights into how to build strong businesses in Asia. He also has one of the best presenting styles I've seen. He cuts through the data noise to get to key issues in a way that is both engaging and sometimes challenging for his audience. He's a consummate professional, which makes it a delight to deal with him."

Richard Martin, Founder & CEO, IMA Asia