Home – 主頁

AETG不仅仅是一家专业人才寻访的猎头机构，更志在改变和创新50年来的行政调研方式。通过我们的在线评估能力，人才及市场定位调查工具以及领导职前培训项目，我们的团队致力于实现人才与职位的最优化组合。

在AETG，我们相信发掘合适的人才是一项综合性的工作。我们致力于集商业理念、策略、经验、技能、评估程序于一体的人力资源方案以及人才与公司的统一化。

关于我们 (About Us)

总裁致辞 (Message from CEO)

AETG不仅仅是一家专业人才寻访的猎头机构，更志在改变过去50年间沿用的人才寻访模式。通过我们的在线评估能力，人才及市场定位调查工具以及领导职前培训计划，我们的团队致力于实现人才与职位的最优化组合。

在中国乃至整个亚洲，如何获得良好的人才途径是每个公司十分关注的问题，而我们作为一个专业的人才销售和管理的猎头正是您理想的合作伙伴。我们提供：

1. 一支高素质且富有经验的人力资源团队，满足您的商业需求、人才需求的商业及人才管理顾问；
2. 一系列明确且符合成本效益的策略；
3. 准确、高效、清晰的评估报告；
4. 简单便捷的入职程序；完整的人才管理解决方案，我们为客户提供全新的人才寻访及人才管理需求体验。

我们的顾问均为资深商界经理人，同时具有专业的人力资源领导经验及敏锐的商业导向意识。

我们的寻访方案涵盖了从策略制定到员工入职的全过程，并且免费提供全方位的员工能力评估报告。

我们采用灵活的雇佣方式帮助您将财务风险降至最低并实现对财务规划的控制。

AETG的独到之处还在于我们是两大人才管理策略供应商--ACME集团及Talent Advantage集团的战略合作伙伴。由他们提供的全方位能力评估工具、员工指导与培训及领导力开发计划将完善您的人才管理解决方案。

在我们的处理流程中，人才寻访只是人才管理系统的第一步。我们秉持向客户提供最优秀的人才这一清晰的目标开始我们的事业航程。

我们真诚地希望与您合作，共同提升人才寻访及人才管理方案的价值。我们将为您提供优质资深的咨询服务，最新的寻访模式及最佳人才管理方案。

合作，共赢！

你最真诚的,

亚洲行政人才资源有限公司

核心价值 (Our Core Value)

历史沿革 (Our History)

由Dominic Yim和Roy Fung共同创办的AETG是一家为亚洲各企业提供人才寻访服务及人员资产管理方案的猎头公司。经过多年发展，AETG目前已成长为业内的领军企业之一。  
公司名称 “Asia Executives Talents Group”意味着我们根植于亚洲，业务范围涵盖香港、大陆以及整个亚太地区。在与各经济领域内的人才及战略伙伴建立并保持了良好的合作关系的同时，我们希望能够更好地了解您及您的公司。  
在携手成立AETG之前，Dominic和Roy均为任职于亚太地区跨国公司的高级管理人员及人力资源主管。他们不仅了解人力资源及商界领袖的战略性需要，而且致力于发展一种独特的人员资产管理模式：  
人才鉴定及吸引  
人才测评及甄选  
人才培训及发展  
公司拥有成熟的网络技术支持，能够提供整套的网页版测评及网上职前培训，并为客户量身打造符合其战略目标的人才选拔过程。通过面谈及背景和品行调查，AETG能够确保客户甄选出并雇佣到重视诚信及品德高尚的人才。  
Dominic及Roy相信AETG会为传统的猎头公司经营方式增添新的色彩！

先锋理念 (Our Edge)

**积极寻访**

信息是人才寻访的关键。我们提供详尽优质人才寻访服务和强大的行业专家信息网络。

**追求卓越**

我们主动寻访和发掘各领域人才并为客户提供满足其需求的候选人名单。

**聚焦客户**

团队合作中的人才及经验互补保证了客户的成功。对于每项委托，我们都会派出最优秀的顾问及寻访团队，制定问题的最佳解决方案。

人力资源方案（Human Capital Solutions）

我们的服务（Our Services）# need Chinese translation

OUR SERVICES

EXECUTIVE SEARCH

Led by a team of experienced senior consultants with over 10-20 years of related backgrounds in commercial, business consulting or HR focused at the recruitment of senior business and functional leaders who will be impactful to your business results.

STRATEGIC RECRUITMENT

Led by a team of consultants or associate consultants with 5-10 years of successful track records in recruiting mid-level positions for organizations. These positions will include front line staffs and all management positions focusing in operational excellence and organizational performance.

GENERAL STAFFING

Led by a team of experienced researchers and associate consultants, our staffing team will help clients to source, identify and recruit operational and back office support staffs.

CONTRACTBASED RECRUITMENT

Working with outsourced partners, AETG provides our clients with qualify staffs under temporary, part-time or contractual basis on specific contractual terms and conditions that support the client’s internal HR policies and objectives. AETG will manage and own the employment contract while the employees are performing at the job site.

公司业务 (Our Practices)

公司业务

高效的猎头咨询需要资深的实际的市场经验。我们的团队具有各相关行业的资深背景及多年从业经验，时刻准备为客户提供及时，全面的服务。我们的业务领域包括:

[银行及金融业](http://localhost/asia/Edit/editor.htm?id=content&ReadCookie=0)（[Banking & Finance](http://aetg.advitor.com/mock-up/our_practices/AETG_our_practice_banking.html)）# need Chinese translation

AETG recruitment consulting services are strategically designed to identify the right financial professional for the role. Our consultants bring highly specialized knowledge to every project – 70% of our successful recruitment assignments focus on middle to senior level executives.

In addition to the region's outstanding banking executives, our talent bank includes individuals with extensive international experience and specialists in a wide range of financial industry disciplines and support services.

We work closely with our clients to first internally define the ideal candidate profile. Then we conduct a meticulous talent assessment program locate high potential individuals with the core competencies essential for the role.

AETG’s proven processes and rigid methodologies will ensure positive outcomes for your HR initiatives. We are committed to finding you the right candidates.

AETG’s lead consultant brings over 18 years of banking experience, strong relationships in the sector and a deep understanding of client issues.

医疗，生命科学及卫生保健（[Medical, Life, Science & Healthcare](http://aetg.advitor.com/mock-up/our_practices/AETG_our_practice_medical.html)）

# need Chinese translation

AETG is your ally in the war for the personnel who can raise the bar of your organization’s performance. But we do much more than just identify someone who can get the job done.

We also help you cultivate a winning corporate culture and employer brand by identifying qualified, experienced individuals who are also most culturally suited to your company brand and market positioning. This is vitally important in an environment where success comes much from brand perception and technical prowess.

**A new model for a new era**

Today we’re seeing a shift in the relationship between employee and employer. The traditional contract that exchanges capital for labour is evolving into an accord between two parties reflecting the needs and aspirations of both. This is driving healthcare recruitment firms to differentiate, with specialized consultants able to present suitable candidates fast enough to enable the employer to compete successfully for market share.

AETG’s two core distinctions represent a considerable advantage for our clients:

We offer proprietary knowledge in healthcare markets and client branding, access to professional specialists and an ability to accurately and rapidly assess high-potential individuals

Our consultants have technical and medical backgrounds and are familiar with the culture, skills and knowledge requirements of healthcare clients

These distinctions allow us to provide our clients with innovative services, efficiency, professionalism, responsiveness and value creation.

AETG has successfully completed numerous representative assignments, from senior-level to front-line executives, for healthcare sector companies of every size.

[日常消费](http://localhost/asia/Edit/editor.htm?id=content&ReadCookie=0)（[Consumer](http://aetg.advitor.com/mock-up/our_practices/AETG_our_practice_consumer.html)）

AETG consultants bring in-depth knowledge of the Consumer and Retail industry, based on years of direct senior-level experience and long-standing relationships with top leaders and HR professionals.

Our specialists have extensive expertise, offering direct experience as senior executives with highly respected Consumer companies.

We can help you find leaders and build teams across borders as well as identify the best in class skills and experience for evolving roles in your organization.

Our clients rely on our ability to assess and deliver qualified candidates for positions in a broad array of consumer industry sectors.

We have helped companies build superior leadership teams, conducting numerous successful searches in recent years for Consumer clients ranging from multinationals to local large corporations.

AETG has successfully completed numerous representative assignments, from senior-level to front-line executives, for consumer and retail brands.

工商业 （[Industrial](http://aetg.advitor.com/mock-up/our_practices/AETG_our_practice_industrial.html)）

The industrial sector presents an ongoing succession of difficult, complex and urgent challenges, especially when it comes to manufacturing and production. Only highly experienced people are capable of addressing engineering and technical issues. And it takes a special kind of leader to manage them.

At AETG we understand the complexity and urgency in finding the leaders who will be instrumental in driving industrial companies forward. Our specialist team has solid backgrounds in the sector. We bring a valuable combination of operational, management leadership and consultative expertise to you.

We have helped specialist industrial companies and major multinational. All our clients benefit from our ability to build leadership excellence and highly effective teams.

专业团队 （Our Team）

# Keep English Bios

成功案例 （Our successful story）

企业成功案例 （Corporate Case Study）

竞争招聘策略 (Competitive Hiring Strategy)

##### 挑战

美国财富500强之一的某在华医疗设备公司需要通过引进人才提高其在领域内的市场竞争力，以吸引客户并增加收入。

##### 解决方案

AETG与公司的人力资源团队及销售经理合作，找出公司在业内的不足之处，并为公司提供其三家最大竞争对手的测评报 告，确认市场差异中的关键因素及进行人才定位。

##### 结果

通过人才定位及人才之星训练，我们的客户能够找到适合的人才并成功的达到其目标市场占有额，并且在2009年超过了其AOP。

高效团队评估 (Assessment program)

##### 挑战

一家消费品生产商在管理其销售团队时出现问题，并无法确定问题是在于团队领导还是团队成员。

##### 解决方案

AETG为团队领导及整个团队策划了一项行政评估程序，以确认团队的成功所需的核心能力，并设计了有效的评估程序对问题做出准确且透彻的分析。

##### 结果

在发掘个人的缺点并通过训练改正之后，团队的凝聚力及整体工作能力有了大幅度的提高。

专利挑战 (Patent challenge)

**挑战**

一家拥有超过200种健康消费产品组合的跨国健康消费品公司，有部分产品的专利期限即将到期，其市场份额正受到广泛挑战。

**解决方案**

我们的顾问与其管理团队讨论了由于专利期限及现行市场营销方式造成的商业挑战。针对传统的销售渠道并没有个人市场推销的范围，我们的专家提出“以人为本”的应对方案，并聘请经验丰富具有相关背景的营销人员来引入新的营销方式，建立全新的以消费者导向的营销团队。首先开展一系列直接面向消费者的营销活动，如电视广告、印刷广告、捆绑促销、上门推广及公关活动。随后进行广泛的市场调查，并将数据与消费者调查及购买行为相关联。

**结果**

消费者对于公司产品的消费意识显著提高，购买行为从传统方式转为零售购买。产品随后在其各类别销售额中均占据前三名。

蓝海战略（Blue Sea Strategy）

企业成功案例 （Corporate Candidate Feedback）

将“红海”市场竞争转变为“蓝海”市场开拓

**挑战**

我们的客户是奢侈品零售业的市场领导者，在香港、大陆及新加坡均设有旗舰店。但随着越来越多的竞争者的出现，特别是国际奢侈品零售品牌大举进军亚洲市场，我们的客户逐渐失去其市场份额及市场领导力。为向其VIP客户（每次消费最低额度达US$100,000）展现其独特优势，该客户于2006年开创了“个人购物咨询服务”。

**解决方案**

我们的顾问首先与客户在组织发展层面进行了讨论，制定了支持推广该项私人购物咨询服务的战略结构；随后针对私人购物咨询服务主管及私人购物顾问这两个职位，搭建出了其具体能力要求模型。客户有1个主管职位及10个私人购物顾问职位，希望找到熟悉高端人士及明星生活方式和消费习惯的人才任职。为在三个月内找到合适的人才，我们与客户一起进行人才定位，并在主要竞争对手（主要来自于其他部门，如私人银行等）中寻找目标人才，设法在有限的时间及预算内为所有的关键职位寻访到能胜任的人才。

**结果**

私人购物顾问服务一经推出即因其创意性而轰动市场。VIP顾客的消费额在服务推出的第一年中增加了一倍。客户能够在市场中取胜的秘诀在于人才的获取及管理模式的成功。

个人成功案例 （Individual Candidate Feedback）

**# update later**

**# English version**

公司优势 (our Advantages)

经验者招聘策略 (Experienced Hiring Strategy)

**目标：** AETG经验者招聘策略用来帮助公司发掘成功的市场人才，我们有丰富的经验为雇主量身定做一套品牌战略，以确保在招聘中提高自身的市场表现力。

-在具体行业领域发掘顶尖市场人才

-制作市场人才配置图—人才配置策略

-研究制定一套魅力因素来吸引市场人才

-向目标人才传达公司价值和利益

-招聘人才

-进行90天的职前培训项目

-及时更新人才配置图，保证图表内容准确无误：目标人才的所在及公司如何快速高效的接近这些人才

科学的能力评估 (Scientific Based Assessment)

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| http://www.asia-executives.com/images/fa_ad.jpghttp://www.asia-executives.com/images/fa_logo.jpg  |  |  |  |  | | --- | --- | --- | --- | | **认知能力** | 语言推理 逻辑与数学  推理 | **职场技能** | 数字语言推理  细节关注度  分析能力  事业心 | | **人格品质** | 可信赖  遵守制度  无吸毒倾向  无暴力倾向  可靠 坦率 | **职场品行** | 事业心  品格  自信  信心坚定  灵活性  团队合作  可信赖  压力管理  坦率 | | **销售能力** | 事业心  自信  信心坚定  压力管理  乐于助人  可靠  坦率 | **管理能力** | 竞争驱力 信心 领导能力 处理问题 承压力 监管 | | **监督管理** | 信任 问题处理 服务培训 承压力 监管 | **工业能力** | 组装  检查  工业数学  无吸毒倾向  可靠 | | **习惯** | 诚信  个性 | **认知能力** | 语言推理  逻辑与数学推理 | | **人格品质** | 可信赖  遵守制度 无吸毒倾向  无暴力倾向  可靠  坦率 | **销售能力** | 事业心  自信  信心坚定  压力管理  乐于助人  可靠  坦率 | | **监督管理** | 信任 问题处理 服务培训 承压力 监管 | **正直诚恳** | 品性  习惯 | |

Process Driven Methodology # need Chinese translation

The AETG Group is committed to an 8-step Critical Quality Search Process (CQSP) which ensures consistently high standards and total reliability. We focus on quality rather than the volume of our search assignments. We communicate regularly and effectively with our Clients and Candidates.

Our process obliges us to ensure that our methodology is clearly demonstrable to our Clients at any given time; this is essential for the success of all our assignments. Our researchers will ensure the depth, fluidity and impact of each process step.

8-Step Search Engagement Process

* Acquire a thorough understanding of the client, their business, organizational structure, business philosophy and objectives, comprehensive position requirements, and timing demands.
* Develop position, candidate, or consulting engagement specifications outlining job description, expectations, responsibilities, reporting lines, experience requirements and other characteristics believed essential to success.
* Identify potential candidates through exhaustive research and industry sourcing.
* Conduct candidate screening and personal interviews.
* Develop comprehensive background summaries of each recommended candidate.
* Complete thorough reference checks.
* Counsel the client and assist in candidate negotiations when appropriate.
* Ongoing follow-up with both client and new employee to ensure effective assimilation is accomplished.

高效的背景调查 (Effective Reference and Background Checking)

高效的背景调查

- 高级学历

- 高级专业资格

- 工作经历（过去5年的工作细节或之前的两份职业）

- 工作表现

- 诉讼记录

- 破产记录

- 犯罪记录

- 信用记录

- 金融监管

- 利益冲突

- 本地通讯调查

- 全球数据调查

- 身份证明

**优势：**

在世界财富**1000**强中，有**92%**的企业已经建立了雇佣前筛选程序，它可以：

- 提高员工工作积极性  
- 提高员工整体素质  
- 降低员工流动率  
- 降低招聘及培训支出  
- 降低内部欺盗风险和外界渗透风险  
- 减少招聘与留才中的过失  
- 减少固定的保险费  
- 遵守当地和国际法规

网上职前培训项目 (Web-Based Online On-Boarding Program)

调查显示：公司若提供员工合适的职前培训，则员工将在此连续工作三年或更久的可能性会高达70%。

•我们为客户提供为期90天的网上职前培训项目   
•优势：迅速高效地管理并提高新员工的工作表现能力，使其以最快速度进入工作状态。

职位列表 (Executive Opportunity)

联系我们

香港：香港湾仔告士打道108号大新金融中心2307-10室

广州：中国广州天河路208号粤海天河城大厦21楼 2108室 邮编：510620

上海：上海黄浦区南京东路800号新一百大厦18楼 E-F室 邮编：200001

台湾：台湾台北市敦化南路二段207遠企中心 16楼 邮编：106