

Wiley Executive Vice President Jeffrey Sugerman Talks Talent Management to Audiences in Japan

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Jeffrey Sugerman, Corporate Officer and Executive Vice President of global publisher Wiley was invited by HRD Group to visit Tokyo this December and talked about global

talent management trends and solutions to business leaders and HR professionals at Keidanren (Japan Business Federation), ACCJ (American Chamber of Commerce in Japan) and HRD Group's



Assessment Forum Tokyo 2015. Altogether more than 300 attendees were engaged in Sugerman's presentation and actively took part in the discussion afterwards.

“36% of global employers say they cannot find the talent they need, while the number of college graduates who are unemployed or under-employed is near historic proportion, not to mention that more than 30% of newly hired college graduates leave their first employer within 2 to 3 years. How can all of these things be true?”



Sugerman started his presentation by pointing out the intriguing “Education through Employment Paradox”, and went on to explore current practices related to how workers connect with work opportunities and why these

practices are not sustainable. He then elaborated on important components of future HR practices and technologies, what might a talent matching/talent development ecosystem look like and how business leaders should prepare for it.



Questionnaire conducted to Keidanren participants, most of whom are HR executives from traditional large-scale enterprises representing Japan's economic power, showed strong agreement in the talent management issues facing both Japan and other

countries that Sugerman highlighted, as well as value-adding role of corporate HR in the near future. Audiences also expressed great interest in the four practices that have the greatest potential to create significant bottom-line impact suggested by Sugerman. ACCJ host Human Resource Management Committee has described the event as "highly informative and very successful", while its Kansai Chapter extended invitation for Sugerman to speak in Osaka if he comes to Japan again.

As a long-time partner of Everything DiSC®, ProfileXT® as well as other Wiley assessment solutions, HRD Group has been consistently providing learning opportunities such

as case-study seminars for its partners and clients for the past decade. This year's Assessment Forum Tokyo 2015 is by far the largest of its kind, welcoming more



than 200 participants in total. The one-day program started with Sugerman's keynote speech in the morning and was followed by 12 breakout sessions on major Wiley assessments in the afternoon. The global perspective that Sugerman's talk offered was quoted as "highly inspiring" by many of HRD's partners.

The series of events accompanying Sugerman's Japan visit have been viewed as an important part of HRD Group's strategic efforts to strengthen its relationship with partners and stakeholders to better serve Japan's market with the latest Wiley products.



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