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“People + Relationships + Ideas + Focus = Results”

AT WATSON WYATT, our formula starts with great people: people who dig deeply to understand what clients really need; people who work tirelessly to find the best solutions. And this, despite strong economic headwinds. In fact, this equation proves more valuable than ever when facing turbulent economic times in Asia Pacific and Greater China, as in the rest of the world.

Turbulent Times is the title of the Special Section in this edition of Perspective Magazine as turmoil in financial markets holds wide-ranging implications for employers and their workers.

The Cover Story is an account of compensation and turnover trends and how they will be affected by the economic slowdown in the near future. The Overview offers windows of business and human capital opportunities for employers, while Viewpoint is looking at how Executive Compensation is impacted what changes are necessary in performance metrics. In Leadership Forum, we examine the ins and outs of Talent Management, the No.1 business concern for managers in Greater China, and a critical ingredient to business sustainability. Talent attraction and retention is also at the heart of our Organizational Trends story on Flex Bens – a reward trend that fosters employee satisfaction and loyalty through benefits choice programs.

This edition of Perspective is also rich in the investment analysis department, with an extract in Speedread of our seminal Defining Moments report that foreshadowed key elements of the financial crisis, a piece on Dynamic Risk Management in Money Talk, and a close look at Fees Structures in the asset management industry in Insight.

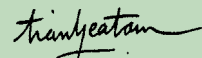
Elsewhere in the magazine, you'll find a section on China – celebrating a decade of business success with Watson Wyatt, and leadership achievements in our Bayer client story.

Giving our clients the resources to plan for contingency measures and capitalize on opportunities has always been our focus. We hope this edition of Perspective brings you immediately applicable solutions.

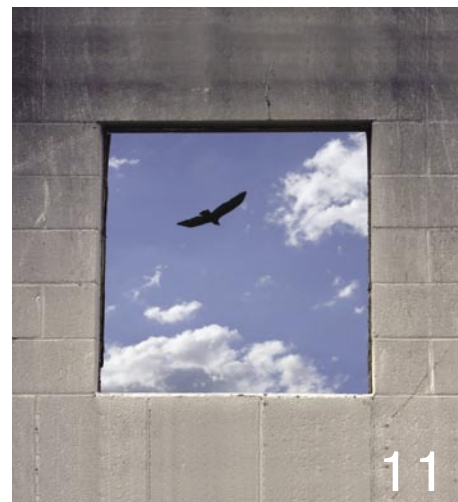
人才+深谙客户+思维+焦点=成果

华信惠悦的致胜之道，就是人才，一群努力了解客户所需、不眠不休地寻找最佳方案的员工。有了这一群精英，我们无惧亚太和大中华区、以至全球的经济逆境。近期的专题是「动荡的时代」，我们将剖析金融市场起伏对雇主及其雇员的影响。一如以往，我们会为大家阐释逆境应变良策，同时发掘市场的新机遇。希望今期《华信惠悦观点》的资讯对大家有所帮助！

Keat Tian



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Watson Wyatt Perspective Greater China
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