



ManpowerGroup™

Long-Term Career Planning Anchors Leadership Development in the Human Age

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DALIAN, China, Sept. 15, 2011 /PRNewswire/ -- ManpowerGroup (NYSE: MAN), the world leader in innovative workforce solutions and strategic partner with the World Economic Forum (WEF), will lead a panel discussion at WEF's "summer Davos" in Dalian, China this week titled "Nurturing Top Talent," focusing on how best to identify and develop future business leaders with techniques that foster top performance and accelerated mentoring.

(Logo: <http://photos.prnewswire.com/prnh/20110330/CG73938LOGO-a>)

This discussion will be held Friday, 16 September, in Dalian's World Expo Center, Room Zermatt. Panelists include:

- Andrea Illy, Chairman and CEO, illycaffè
- Chaly Mah, CEO of Asia-Pacific, Deloitte
- Keshav Muruges, Group CEO, WNS (Holdings)
- Michael Vounatsos, Senior Vice President, Merck & Co. People's Republic of China
- Darryl Green, President Asia-Pacific and Middle East, ManpowerGroup

Green, the executive leader of ManpowerGroup's growth strategy across China, will focus the discussion on skills and behaviors required in future leaders, best mentoring practices, and aligning employers' talent development and business strategies.

"Due to an epidemic global shortage of talent, aging workers and the rising power of individual choice, succession planning is an escalating issue in all markets," Green said. "Companies will need to work harder to retain potential leaders by customizing deeply engaging development initiatives that align with future work trends and their long-term business strategies. And, developing effective leadership teams which can direct both international and indigenous workforces will inevitably require a greater investment in gender parity, diversity and cross-cultural customization."

The first and only workforce solutions company to be granted a license to operate in China, ManpowerGroup's suite of solutions includes everything from high-end recruitment, coaching and training to professional resourcing and staffing in permanent and contingent recruitment—all of which enables leaders to optimize local and international business opportunities, while bolstering their own organizations with the right talent. Through its talent management brand Right Management, ManpowerGroup exclusively offers the FranklinCovey curriculum, as one facet of its leadership development programs in China.

The Human Age — marked by the ability of companies to personally relate to workers as they provide long-term career planning for highly-skilled employees and relentlessly seek new talent across a complex borderless pool of candidates — is at the root of today's new leadership requirements. In this new era, escalating productivity and efficiency rates have forced employers to hire and "manufacture" fewer workers with more select technical and soft skills — that enable them to function effectively in a volatile global market.

"Though effective leadership development is a global challenge it's critical to have a leadership summit and brainstorm in China, where manufacturing growth in particular continues to outpace global rates," Green added. "No market is immune from the critical need to equip their leaders with resources needed to sustain their organization's leadership legacy."

ManpowerGroup works closely with China's national and municipal governments in developing and aligning the local workforce and in supporting policy changes that help the government bring more structure to its labor market. ManpowerGroup was selected for this multi-faceted role, in part because of its trusted brand, ethical business practices and acclaimed Code of Business Conduct and Ethics.

The solutions package offered in China also includes skills assessment tools and customized training for all employee levels. ManpowerGroup has more than 125,000 workers on assignment daily in China.

As the largest workforce solutions and services leader in China, ManpowerGroup's presence covers 35 major cities, and offering of solutions and services is available in more than 100 cities through a network of alliances and partners. ManpowerGroup China's management team is comprised of local experts, who integrate market opportunities, skilled talent, government authorities and privately-owned companies. The breadth of ManpowerGroup's China presence enables companies to assemble the right talent resources and expand into the right regions.

For a deeper look at ManpowerGroup's strategy and history in China, read [ManpowerGroup Announces Extensive Rollout of Workforce Solutions Across China's Manufacturing Frontier](#), [ManpowerGroup Expands West and North Central China Presence by Acquiring Xi'an Fesco and Partnering with Henan Province](#).

About ManpowerGroup

ManpowerGroup™(NYSE: MAN), the world leader in innovative workforce solutions, creates and delivers high-impact solutions that enable our clients to achieve their business goals and enhance their competitiveness. With over 60 years of experience, our \$22 billion company creates unique time to value through a comprehensive suite of innovative solutions that help clients win in the Human Age. These solutions cover an entire range of talent-

driven needs from recruitment and assessment, training and development, and career management, to outsourcing and workforce consulting. ManpowerGroup maintains the world's largest and industry-leading network of nearly 3,900 offices in over 80 countries and territories, generating a dynamic mix of an unmatched global footprint with valuable insight and local expertise to meet the needs of its 400,000 clients per year, across all industry sectors, small and medium-sized enterprises, local, multinational and global companies. By connecting our deep understanding of human potential to the ambitions of clients, ManpowerGroup helps the organizations and individuals we serve achieve more than they imagined — because their success leads to our success. And by creating these powerful connections, we create power that drives organizations forward, accelerates personal success and builds more sustainable communities. We help power the world of work. The ManpowerGroup suite of solutions is offered through ManpowerGroup™ Solutions, Manpower®, Experis™ and Right Management®. Learn more about how the ManpowerGroup can help you win in the Human Age at www.manpowergroup.com.

ManpowerGroup is the most trusted brand in the industry, being the only company in our industry to be named to the Ethisphere Institute's 2011 World's Most Ethical Companies list for our proven commitment to ethical business practices, including an outstanding commitment to ethical leadership, compliance practices and corporate social responsibility. In addition, ManpowerGroup has also been recognized as the industry leader by *Fortune* magazine, who named the company in first place on its 2011 list of the Most Admired Companies in the temporary help sector.

In January 2011, at the World Economic Forum Annual Meeting in Davos, Switzerland, ManpowerGroup announced the world has entered the Human Age, where talent has replaced capital as the key competitive differentiator. Learn more about this new age at www.manpowergroup.com/humanage

Gain access to ManpowerGroup's extensive thought leadership papers, annual Talent Shortage surveys and the Manpower Employment Outlook Survey, one of the most trusted indices of employment activity in the world, via the ManpowerGroup World of Work Insight iPad application. This thought leadership app explores the challenges faced by employers navigating the changing world of work and provides in-depth commentary, analysis, insight and advice on strategies for success.

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