

Hongkuan Jiang, Ph.D



Leadership Development, Organization, Talent Management, Executive Coach

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CORE COMPETENCY AND INTERESTS

- Leadership Development and Executive coach
- Change Management, Business Strategy and Organization Alignment
- Corporate University Project (infrastructure, team, and product/services)
- M&A Integration (culture, leadership, HR process)
- HR/management process improvement

RECENT EXPERIENCE

Consultant/Advisor

Lead Coach, Leadership beyond Boundaries

Visiting Professor, MBA Program, Shanghai Foreign Languages University

Shanghai, China

Dec 2013-Present

Strategy and Organization, Leadership Development and Exe Coach, HR Structure and Processes

Suntech Power Holdings

Wuxi/Shanghai, China

March 2010 – June 2013

A NYSE listed reusable energy company with US\$ 3 billion annual global sales and 20,000+ employees worldwide

- **Senior Vice President, Chief Human Resources Officer**, Global Human Resources, Member of the Executive Committee
- **Board Director**, Wuxi Suntech Power Ltd and Zhenjiang Rietech New Technology Ltd
- **General Manager**, KSL-Kuttler Automation Systems GmbH, Germany (Suntech wholly owned)
- **Executive Director**, Suntech Leadership Academy

Johnson & Johnson

Shanghai, China and New Brunswick, NJ/USA

Director, Corporate Global talent Management, and China Talent Center

Oct. 2008 – Feb. 2010

PingAn Insurance Group of China

Shenzhen/Shanghai, China

Oct. 2005 – Sept. 2008

A global Fortune 500 company, listed in both Hong Kong and Shanghai, 170,000 employees, 500,000 agents

- **Corp HR Deputy Director and General Manager**, Talent Development and Management
 - Managed corporate OD process and talent management infrastructure/programs, HR team functional competency and development
- **Executive VP**, PingAn School of Financial Services
 - “PingAn University” – independent legal entity with 200+ headcount
- **Head**, Corporate Training & Development Function

- Managed group with US \$50M annual training budget, 35 training centers, 800+ professional trainers, learning technology platform and knowledge management

General Electric

Shanghai & Beijing, China
Jan. 2001 – Sept. 2005

- **Operation Leader**, Jack Welch Leadership Development Center (Shanghai)
- **Customer Education Leader for Greater China**, “single point of customer contact” for all General Electric businesses in China, Hong Kong, and Taiwan
- **Manager**, Training and Development, General Electric China (Beijing)—three roles: manager, leadership workshop designer/facilitator (certified to teach a number of core GE leadership/professional programs), and coach (coaching/mentoring mid/senior internal talents)

Suez-GDF Group (A global Fortune 100 company)

Paris, France
Dec. 1998 – Oct. 2000

- **Corporate HR Manager**, International Executive Development, and Corporate University project

OTHER EXPERIENCE

Canadian Federal Department of Foreign Affairs and International Trade
DFAIT Policy Research Fellow

Victoria/Ottawa, Canada
May 1997 – Sept. 1998

University of Toronto and York University
Course Director and Researcher

Toronto, Canada
May 1997 – Sept. 1998

China Experience
Public Services and University Teaching

1979-1985

EDUCATION

Ph.D in International Political Economy, York University, Canada, 1997