



# POTENTIAL POSSIBILITIES PERFORMANCE

2009 EMPLOYEE SHOWCASE

## LUCY XIONG: A PICTURE OF SUCCESS

Taking photographs of beautiful landscapes and the local color while on vacation and producing exceptional results as a recruiter might seem to be two very different activities. But Lucy Xiong has uncovered common threads that unite her off-hours hobby and the work she does in Hudson's Shanghai Industrial Group.

"When you take a photograph of scenery, you need to select the best of the scenery because your lens can only see part of it," Lucy explains. "It's like when you meet with somebody you're interviewing and you need to find out 'what are their strengths?' and 'what is the best of these people?'"

Being able to zero in on the best has made Lucy a success in photography and recruiting alike. Lucy has combined her formal education (a bachelor's degree in Engineering and a master's in English) with years of on-the-job training in recruiting to become one of Hudson's top billers in China. This combination gives her a deep understanding of the technical candidates she works with.

"I cherish the partnership with my client and candidates," she says about how she stays motivated to bring her personal best every day.

She works hard to pass her passion for the business on to the next generation of Hudson stars. She's nurtured her team of three "young guns" to achieve great success as well. The key to getting the most of your team, according to Lucy, is to identify their personality and adjust your management style to their style. Some might need more direction than others and you work with them accordingly.

No doubt Lucy will continue to focus her lens on just the right solution for her clients and just the right encouragement for her team to create the perfect snapshot of success in Shanghai.



Lucy (top photo, R) and some of her photography subjects

## key facts

**TITLE:** Managing Consultant, Industrial

**LOCATION:** Shanghai, China

**NOTABLE ACCOMPLISHMENTS:**

- 60 placements in 2008 that generated RMB 5.7 million in gross margin.
- Personally accounts for 20 percent of the Shanghai Industrial Team's revenue.
- Played an integral role in helping major account Tyco build up its R&D center.
- Nominated for 2008 Consultant of the Year in the Asia Star Awards.

LISTEN to Lucy  
discuss why she  
stays with Hudson