Accenture Capability Network
China

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China itself is already a very exciting place where we’ve got 1.4 billion people in China, and which accounts for 20% of the total world population. The economy is growing very fast, GDP at 7 percent. The Chinese government is also promoting a lot of innovation. The scale of the projects, the speed of innovation, the challenge of customizing international practice in the China market – everything happening in the Chinese market makes the China node an exciting place to work.

China is a little bit different from other nodes in the Capability Network. We have the majority of our time spent on opportunities with the local market – about 60 percent helping our local clients, while 40 percent is actually helping overseas clients [and] doing international projects either for clients coming into China or relevant to some of the propositions in China.

For functional expertise, we’ve actually got change management, learning and development, HR transformation, supply chain transformation and finance transformation. And for industries, we [are] mainly focusing on resources, where we have energy, utilities, chemicals and natural resources.

Digital is disrupting the way we run business in China, so one of the interesting insurance clients in China, they want to expand their business to become an outsourcing partner for insurance companies, to provide training for the insurance agent. The Accenture Capability Network actually worked together with Accenture Strategy and also the Digital team to help the client design the strategy and also the operating model and the roadmap. Specifically, the Capability Network Talent and Organization Team has helped the client to define a curriculum that can be reusable for not just its company but also the other insurance agents in China. And we also helped them to manage the whole organization change during the program.

There is very little boundary around what we can do and can’t do. As long as it creates value, the Capability Network leadership allows us to do it. If you want to be specialized and you are international, collaborative, passionate, self-initiated, and like to connect with others, that is the place you want to be.

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