



Human Capital Consulting



Empowering People to Drive Business Success

Businesses thrive when their people thrive. At Lockton, our established People Solutions practice has long delivered tailored employee benefits and insurance broking services across Asia, helping organizations attract, retain, and protect talent while managing costs and risks.

Building on our foundation in employee benefits, we offer holistic consulting to navigate the complexities of talent management in Asia's dynamic markets. Whether you're facing skills shortages, high turnover, or the need for agile rewards systems, our consultants partner with you to unlock human potential and fuel sustainable growth.



Our Philosophy: People First, Always

We believe every organization reaches its full potential when its people do. As a perpetually private, family-owned business, we prioritize long-term client relationships over short-term gains. Our uncommon independence allows us to focus solely on your needs, free from external pressures, ensuring solutions that are innovative, ethical, and impactful.

Our Approach: Data-Driven, Client-Centric

Lockton acts as an extension of your team. We start by deeply understanding your business—its culture, challenges, and aspirations. Using advanced analytics, benchmarking, and global insights, we craft customized strategies that integrate seamlessly with your existing programs. Our entrepreneurial spirit empowers our associates to go above and beyond, delivering agile solutions that adapt to Asia's fast-evolving landscape, including emerging markets and advanced hubs.

Our USP

- **Global Expertise, Local Insight:** With 135+ offices worldwide and a dedicated Asia team, we combine international best practices with regional nuance.
- **Integrated Solutions:** Seamlessly blending broking and consulting for end-to-end people strategies.
- **Innovation Lab:** Access to cutting-edge tools and trends through our Insights and Innovation Lab.
- **Proven Results:** Data-driven approaches that enhance employee productivity, optimize employee costs and establishing strong linkages between performance and rewards

Our Solutions

We focus on **3 core pillars** to elevate your human capital strategy:

Rewards

Design competitive total rewards packages that motivate and retain top talent.

- Compensation benchmarking and strategy.
- Variable pay and incentive programs.
- Executive remuneration consulting.
- Equity and long-term incentive plans.

Retirement

Secure your employees' futures with robust retirement solutions.

- Pension and retirement scheme design
- Actuarial valuations and funding strategies.
- Retirement readiness programs.
- Compliance and governance advisory.

Talent Consulting

Build high-performing teams through strategic talent management.

- Talent acquisition and retention strategies.
- Leadership development and succession planning.
- Assessments & career development
- Diversity, equity, and inclusion (DEI) initiatives.
- Workforce planning and analytics.

These solutions incorporate well-being elements, HR technology, and compliance support to create resilient, future-ready workforces.

Increasing Value & Improving Lives

Our data-driven insights help you measure ROI, optimize spend, and foster a culture of high performance, driving competitive advantage in Asia's talent market.

A Team You Can Trust

Contact us to discuss how we can support your human capital needs.



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