



EXPERT SPEAKER INTERVIEW

William L McClain

Vice President Human Resources
Bunge

Where do you look for sources of innovation?

The first place I look is to my team and colleagues: the ideas they have, and have gathered. And of course, I take every opportunity to connect with others outside the organisation.

What has been the key to your success?

I think my personal success has been driven by a vision: knowing where I wanted to go. The same is true for the success of HR in Bunge EMEA as with a strong team, we have had an aligned vision and priorities which have been instrumental to our achievements. That vision, whether personal or for the HR function, is anchored in the business and business objectives. Without that the vision gains you nothing. Finally, listening to other views and integrating them into pragmatic solutions that fits the company culture are the key.

Are there any challenges that you face? How are you approaching them?

The biggest challenges today revolve around developing talent, specifically accelerating the development of younger managers to more senior roles. The talent gap has widened between these two groups and this is where we are currently focusing. Other challenges are about change. We had to align the teams around a change vision being the way we are structured, where business opportunities are and how we grow.

What does the future look like for Bunge and its people?

I think the future looks good but challenging. How do we continue to differentiate ourselves and bring value-add products into our core businesses?

What are you most looking forward to as a speaker at the HR Directors Summit Europe?

Hearing questions from participants, which always allows me to think about new things and think about things differently. I am happy to be sharing the moment with my CEO with whom I have built a real valued partnership. I hope hearing what he and I have built and the way we work might inspire or help others in their roles and companies.

This interview has been released ahead of the 6th Annual HR Directors Summit Europe (31 May – 1 June 2016, Okura Hotel Amsterdam). Bringing together over 200 senior executives, including representatives of Bunge, McDonald's Corporation, Royal Philips, ASML, Celgene, BBVA to debate, learn and progress together. This premiere HR event offers an ample of opportunities to benchmark your strategies. To find out more visit: www.eurohr.eu