

# Dehres - Hinrich Foundation

## Talent development partnership - 2015-2017

### Partnership overview



promoting sustainable global trade

hinrich foundation



### Powerful partnership for talent development

Dehres is a family business that has influenced the bespoke luxury jewelry industry in Asia for over 40 years. With vast expertise in procuring and working with precious gems, it addresses addresses the growing demand in the Asian market for large certified diamonds.

In order to meet the need for improved market penetration in China, Dehres sponsored one candidate in a dual degree MBA program to provide education specific to the company's culture and growth needs.

The Hinrich Foundation advances its mission of promoting sustainable global trade through three interrelated programs: Trade career development, Export trade assistance and International trade research.

The Global Trade Leader Development Program is a partnership program that brings trade industry and university partners together to create immersive career development opportunities for aspiring Global Trade Leaders. Through 2017, the program has fully sponsored university education and employment for 133 aspiring Global Trade Leaders from 12 countries.

This partnership is a powerful skills development, Master's-level education and career path platform helping Dehres to meet its need for next-generation leaders.

The Foundation co-funds and manages the entire process, including marketing, recruiting, shortlisting of candidates, coordination of the work placement, university onboarding, trade-activity engagement and final career transition. Dehres co-funds the opportunity, selects the candidate, arranges the work-related components and provides mentoring for true career development.

### Key metrics

#### 1 Candidate

Dehres needed a candidate who could understand their family-run company culture as well as the cultures of their target markets. Their ideal candidate would be Chinese with international experience, a focus in marketing for luxury goods, and multi-lingual ability. Hinrich Foundation's search led to Vivian Zhao, who Dehres management selected as an excellent fit for their needs.

#### 1 Nationality

As the demand for luxury goods continues to increase around the world and especially within the Chinese market, Dehres identified the need for more Mainland Chinese talent on their team. With excellent comprehension of the Chinese market and international work experience, a well-traveled Chinese candidate could better direct market the business to Chinese customers worldwide.

#### 2 Universities

After Hinrich Foundation's extensive program search, Dehres selected a dual-university MBA setup - with one half at Tel Aviv University, and the other at Hong Kong University of Science and Technology.

This unique setup provided the immersion in Israel to help Vivian excel within the company culture, and further exposure in Hong Kong to provide a comprehensive understanding of the international market.

### Corporate partner



*"We were impressed that the Hinrich Foundation team was not only able to recruit the very specific kind of talent we requested, but was also able to arrange a unique academic set up for our candidate. The foundation's talent development program was a comprehensive solution to our business needs."*

**Ephraim Zion**  
Managing Director  
Dehres

### University partner



*"We commend Hinrich scholars, who excel in our program, introduce diverse thought, and have prior experience that allows them to maximize their degree."*

**Dean H.C. Man**  
Chair Professor of Materials Engineering & Director of Studies, IGDS  
The Hong Kong Polytechnic University

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## Alumnus testimonial

The alumnus of the Dehres-Hinrich Foundation partnership program is highlighted below, with her personal testimony about her experience as a Hinrich Global Trade Leader.



**Vivian Zhao**  
China

Tel Aviv University Hong Kong University of Science & Technology  
*Master of Business Administration '17*

"The program was a positive challenge for me, as I become a more mature and open-minded person. My experience living and studying abroad expanded my curiosity about new cultures, and helps me to think more comprehensively about the cultural influence and position of those I am engaging with.

I am very lucky to have this great chance to learn business skills and continually interact with people from different countries. The optimism and energy I get from my mentors, classmates, and acquaintances will encourage me during my future career to continuously look for ways to improve and contribute to the good causes of society."



Dehres is proud to have co-sponsored the career development for Vivian, and is pleased that she was able to collaborate with a the community of Hinrich Foundation Global Trade Leaders. We recommend this career development program for trade-related companies that are looking to develop high-quality local talent.

For further details, visit [hinrichfoundation.com/trade-partnerships](http://hinrichfoundation.com/trade-partnerships) or contact the Hinrich Foundation at [community.group@hinrichfoundation.com](mailto:community.group@hinrichfoundation.com)