

The man from Shanghai

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In an interview with the newspaper "Süddeutsche Zeitung", Zhengrong Liu, human-resources director with the specialty-chemicals company LANXESS, speaks about his fast career within the company. The Chinese man, who is now responsible for more than 18,000 employees throughout the world, who still had to earn a living as a waiter during his studies, ascribes his position to his assiduous work and to the meeting of Dr. Axel C. Heitmann, chairman of the board of management of LANXESS AG, who back then worked for Bayer in Asia and offered Liu the task of HR director in the recently founded LANXESS AG. Now that the difficult staff restructuring in the company has succeeded, Liu thinks that his greatest challenge will be keeping up the motivation of his employees. To guarantee this, he often wishes for "more China in Germany", as China stands for more flexibility and less skepticism towards the mechanisms of the market.