

# BUILDING GLOBAL TALENT FOR CHINA

The CGL Polaris® Global Talent Programs

INTERESTED IN FUN GLOBAL TALENT DEVELOPMENT SOLUTIONS ?

TIRED OF DULL TRAININGS THAT OFFER NO CONTINUED LEARNING ?

TIRED OF TALENT PROGRAMS NOT LINKED TO BUSINESS OBJECTIVES ?

**CGL's innovative talent and organizational development solutions bring you a fun, effective and affordable partnership approach to talent development outsourcing !**

- » The CGL – Polaris® Global Talent Development Program
  - Mastering Change
  - Managing Virtual Teams
  - Creative Problem Solving
  - Influencing Skills
  - Effective Communication
  - Developing a Global Mindset
  - Networking and Business Etiquette
- » The PaperNation® International Business Simulation Game
- » The Polaris® Global Leadership 360 Assessment
- » The Polaris® TeamX Assessment
- » Survival Team Building Programs
- » Project Management
- » Lean leadership development

**Or try our unique program for foreign executives built around 8 critical factors for success in China :**

- » The CGL China Business Insights Program

## Building **Global Talent** for China

Check out our **Talent development outsourcing program** for maximum impact and experience the difference :

- » Half day to one day modular design structure
- » Customizable content to reflect your organization's specific challenges
- » Follow-up coaching and feedback programs
- » Fun and interactive
- » No hit and run but a long term perspective
- » Affordable without affecting quality.
- » Facilitated by experienced, fun and business savvy consultant

Our Polaris® references : Nike, The Walt Disney Company, Callaway Golf, ITT Sheraton, GE Capital, Baxter International, Apple computer, HP, Dow Corning

Email [CEO@chinagloballeaders.com](mailto:CEO@chinagloballeaders.com) or Call Grace Wang at 021-61652716 to bring a new level of global talent development to your organization.



China Global Leaders (CGL)  
Management Consulting

Suite 2003, block 4, 18 Huangyang Road  
Pudong, Shanghai, 201206, P.R. China

Tel +86 21 61652716  
Fax +86 21 61652889

[www.chinagloballeaders.com](http://www.chinagloballeaders.com)

[CEO@chinagloballeaders.com](mailto:CEO@chinagloballeaders.com)

*FUN - ACTIVE - EFFECTIVE*

# Developing a Global Mindset

A CGL Polaris® Global Talent Program



## Context

Developing a Global Mindset is a Polaris® cultural competency. Being successful as a global talent requires a cross cultural awareness level and an attitude to value cultural differences and their impact on decision-making and negotiations. A general understanding and development of a reference framework on how to 'put oneself in the shoes' of American, European and other Asian cultures is critical to effectively operate on a global level

## Learning Objectives

- » Recognize the basic dimensions of American culture and impact on conducting business
- » Recognize the basic dimensions of European cultures and impact on conducting business
- » Understanding fundamental differences and similarities among Asian Culture
- » Understand how cultural differences impact the negotiation process
- » Understand how cultural differences impact conflict resolution
- » Learn how to put yourself 'in the shoes' of the other culture without judging

## Targeted Clients & Participants

- » Chinese professionals interested to excel their careers in a cross-cultural global environment
- » Chinese junior to middle management executives working for foreign invested organizations who believe global team competencies create distinct competitive value
- » Management of Chinese firms building global leadership ability of their teams to prepare and execute international expansion

## Building **Global Talent** for China

### Program

- » Definition of Global Mindset
- » Visible and invisible aspects of culture and impact on cross-cultural interactions.
- » How cultural differences can cause misinterpretation of others' behavior.
- » Eight cultural dimensions that impact workplace interactions; build profile of your cultural preferences; review norms of China and other countries.
- » Negotiations: differences between China and the West

### Targeted Duration

3 – 5 hours (country case dependent)

### Methodology

Self directed action learning based on a five step approach

1. Setting a 'fun' stage for development
2. Understanding basic principles and techniques
3. Understanding the relevance of the cross cultural complexity
4. Application of basic principles to core US, European, Asia values
5. Application of basic principles to specific countries (case specific)



China Global Leaders (CGL)  
Management Consulting

Suite 2003, block 4, 18 Huangyang Road  
Pudong, Shanghai, 201206, P.R. China

Tel +86 21 61652716  
Fax +86 21 61652889

[www.chinagloballeaders.com](http://www.chinagloballeaders.com)

CEO@chinagloballeaders.com

*FUN - ACTIVE - EFFECTIVE*

# Managing Virtual Project Teams

A CGL Polaris® Global Talent Program



## Context

Managing virtual project teams is a global business competency within the CGL-Polaris® Global Talent Development Program. Global managers are required to master the techniques of managing 'distant' teams and to apply relevant technologies and techniques to direct, coach and evaluate team performance in a virtual setting. The module is based on the life long work and study of Dr. George F. Simons at Diversophy®

## Learning Objectives

- » Understand the challenges posed in managing virtual project teams
- » Determine how we must lead, work, communicate and manage people and projects in a distributed environment
- » Understand how to choose the right virtual tools to assign team tasks and motivate team members

## Targeted Clients & Participants

- » Chinese professionals interested to excel their careers in a cross-cultural global environment
- » Chinese junior to middle management executives working for foreign invested organizations who believe global team competencies create distinct competitive value
- » Management of Chinese firms building global leadership ability of their teams to prepare and execute international expansion

## Building **Global Talent** for China

## Program

- » Introduction to the 'global' and 'virtual' context of team management
- » Core challenges under the lens
- » Critical incidents
- » Cases in point : tips and best practices
- » Virtual team management life cycle

## Targeted Duration

3 – 5 hours (case dependent)

## Methodology

Self directed action learning based on a four step approach

1. Setting a 'fun' stage for development and understanding
2. Understanding basic principles
3. Application of learned principles to a generic case
4. Application of learned principles to a company specific case (optional)



China Global Leaders (CGL)  
Management Consulting

Suite 2003, block 4, 18 Huangyang Road  
Pudong, Shanghai, 201206, P.R. China

Tel +86 21 61652716  
Fax +86 21 61652889

[www.chinagloballeaders.com](http://www.chinagloballeaders.com)

[CEO@chinagloballeaders.com](mailto:CEO@chinagloballeaders.com)

*FUN - ACTIVE - EFFECTIVE*

# Influencing skills

A CGL Polaris® Global Talent Program



## Context

Influencing skills is a global leadership Polaris® competency. In order to persuade and motivate both peers and direct reports, it is important to understand what are 'sources of power' to lead and how a 'vision and values' facilitate the process. In addition, 'sources of power' need to be based on ethical considerations as a framework for legitimate influence. As influence is targeted, conflicts are a normal consequence and henceforth, effectively dealing with conflicts is a critical success factor

## Learning Objectives

- » Understand the competencies essential to establishing effective leadership as well as the need to flex style to accommodate different situations
- » Learn techniques to persuade and motivate others to meet standards and objectives
- » Recognize why a vision and values 'glue' organizations and facilitate the process
- » Understand the sources of power in organizations and how to effectively apply them
- » Learn to recognize and deal with cultural sensitivities with regards to conflict and the basics of conflict resolution
- » Learn the impact of (lack of) ethical standards on business value and how to communicate that value to the team

## Targeted Clients & Participants

- » Chinese professionals interested to excel their careers in a cross-cultural global environment
- » Chinese junior to middle management executives working for foreign invested organizations who believe global team competencies create distinct competitive value
- » Management of Chinese firms building global leadership ability of their teams to prepare and execute international expansion

## Building **Global Talent** for China

### Program

- What is Leadership?
- The organizational leadership model : Beyond 'situational' leadership
- Leadership case studies
- The skillful use of 8 power sources
- Conflict – Necessary but potentially harmful : Techniques and best practices
- The power of ethics

### Targeted Duration

4 – 6 hours (case dependent)

### Methodology

Self directed action learning based on a five step approach

1. Setting a 'fun' stage for development
2. Understanding basic principles and techniques
3. Understanding the relevance of the cross cultural complexity
4. Application of basic principles to a non work environment related situation
5. Application of basic principles to a real work life case



China Global Leaders (CGL)  
Management Consulting

Suite 2003, block 4, 18 Huangyang Road  
Pudong, Shanghai, 201206, P.R. China

Tel +86 21 61652716  
Fax +86 21 61652889

[www.chinagloballeaders.com](http://www.chinagloballeaders.com)

[CEO@chinagloballeaders.com](mailto:CEO@chinagloballeaders.com)

*FUN - ACTIVE - EFFECTIVE*

# Mastering Change

A CGL Polaris® Global Talent Program



## Context

Managing change is a personal related competency covered by the CGL Polaris® Global Talent Program. International managers and professionals in global roles are particularly exposed to change as a constant in their careers. Understanding how to deal with change and mastering techniques to drive change on a personal and organizational level are critical success factors to excel as a global talent

## Learning Objectives

- » Adapting to change as the only 'constant'
  - Understand the fact of change as a 'constant' in a global career
  - Recognize the positive strength of change
  - Understand the choices versus change and their consequences
  - Be aware of the cross-cultural impact on change
- » The process of driving change in organizations
  - Recognize change as a 'process' and identify the different stages in the change process
  - Learn how to formulate a change "strategy" and deploy tactics
  - Learn how to deal with 'resistors' and 'barriers' to change

## Targeted Clients & Participants

- » Chinese professionals interested to excel their careers in a cross-cultural global environment
- » Chinese junior to middle management executives working for foreign invested organizations who believe global team competencies create distinct competitive value
- » Management of Chinese firms building global leadership ability of their teams to prepare and execute international expansion

## Building **Global Talent** for China

### Program

- » The 'change game' : Appreciating the challenge of change
- » Accepting change as a constant factor in our careers and personal life
- » Responses to change
- » Dynamics of change
- » Game time !
- » A change manager's toolkit : strategies and tactics
- » Real life work case

### Targeted Duration

4 – 6 hours

### Methodology

Self directed action learning based on a five step approach

1. Setting a 'fun' stage for development
2. Understanding basic principles and techniques
3. Understanding the relevance of the cross cultural complexity
4. Application of basic principles to a non work environment related situation
5. Application of basic principles to a real work life case



China Global Leaders (CGL)  
Management Consulting

Suite 2003, block 4, 18 Huangyang Road  
Pudong, Shanghai, 201206, P.R. China

Tel +86 21 61652716  
Fax +86 21 61652889

[www.chinagloballeaders.com](http://www.chinagloballeaders.com)

[CEO@chinagloballeaders.com](mailto:CEO@chinagloballeaders.com)

*FUN - ACTIVE - EFFECTIVE*