

DCCC

DANISH CHAMBER OF COMMERCE IN CHINA

SHANGHAI

Three Modules Training in 2019 (Members only, in Chinese)

EMERGING LEADERS

CULTURE & COMMUNICATION MANAGEMENT

TEAM MANAGEMENT

DCCC

DANISH CHAMBER OF COMMERCE IN CHINA

SHANGHAI

- ▶ The Danish, Swedish and Finnish Chambers of Commerce in Shanghai are proud to offer Emerging Leaders/ Culture & Communication Management/ Team Management Training with some of the leading talent management consulting companies in Europe & Asia.
- ▶ The whole program is targeting emerging or middle management staff from our member companies. Each program has 3 modules, and the 3 modules are taught in Chinese over 3 months. Each module is a half day training in the morning. After completing all three modules, the participant will get an official certificate issued by the chambers and the facilitators.
- ▶ There are 25 seats available. The sign up is on an individual basis. Certification is only achieved, when the same person participates in all three modules



- ▶ Price for per program including training materials and catering is 3,500. The Nordic chambers are operating this activity on a non-profit basis. The fee of 3,500.00 RMB is fixed and non-refundable regardless of actually attended modules. If for some reason we have cancellations for specific modules, the extra space will be offered as a stand-alone training session at a price of 1,200 RMB.
- ▶ *Please sign up with details of: name, company, title/occupation and seniority before February 18th 2019 at eventmanager@dccc-shanghai.com or www.dccc-shanghai.com. Please note, that we only launch the 3 module training if 18 or more sign up by February 18th 2019.*

Our Facilitators:

- ▶ CONCHIUS is one of the leading people development consultants servicing the needs of multinational corporations operating in China. They have trained over 2.000 executives since 2007 in the field of cross cultural awareness and communication. www.conchius.com



- ▶ Grow HR is a Shanghai based Human Capital Consulting firm specializing in Executive Search and Consulting Services in Greater China and the APAC region. Our core business is identifying and assessing outstanding talents and recruiting them into leadership roles. www.growhr.com



Our Facilitators:

- ▶ MPS is one of the preferred Nordic partners in providing Leadership and Strategic Human Resource Solutions. Throughout its history since 1975, success has been built on highly motivated professionals in over 30 offices covering both Europe and Asia. MPS has been active in the Chinese market for over a decade, with its own office established in Shanghai in 2005.

www.mpsglobe.cn



Because companies are made up of people™

- ▶ Emily Cai, Office Manager in Active brands AS. which is a Nordic sportswear company, and being in charge of Finance, administration, HR as well as logistics in China. As a Danish-educated Chinese, she has deeper understanding of the Nordic culture through seven years living experiences in Denmark. For 2010-2012, studying M.Sc. of Finance in Aarhus University; then for 2013-2017, working for Arla Foods as Finance Business Partner for more than four years.

Find out what our past participants have said about our training:



The training is really beneficial to me. I am really grateful that my boss send me to these courses. It is really lucky! With this course I have learned to listen and learn from others and not always be lecturing on what I believe is right. My quality of life has improved so much with this training. I look forward to the next one!

- Carol Wu, Kjell



The topic of the Chinese training program are perfect. They are the exactly things confusing me sometimes. Through these trainings, I have a better understanding of communication with team & managers. The most important is how we can coach our sales team for better performance. I feel obliged to thank you once more, and I am looking forward to your next training program.

- Kevin Liang, Prime Cargo



One of the most influential management training ever about different aspects. It's very inspired and professional training with different topics as a focus every time.

- Selena Han, Kapp Ahl

EMERGING LEADERS

▶ Assertiveness and Accountability

Facilitator: CONCHIUS

Time: February 27th 2019, 9.00 - 12.30

Venue: Radisson Blu Hotel Shanghai New World



The general objective for this module is to facilitate a better understanding amongst the Chinese working in Nordic companies in China of the importance of being assertive and accountable in the workplace. Target is to provide the participants with effective – and cultural appropriate – tools for Chinese to communicate with their Western managers in a more direct way (from a Western point of view assertive and accountable way).

EMERGING LEADERS

▶ How to Develop the Leader in You

Facilitator: MPS

Time: March 20th 2019, 9.00 - 12.30

Venue: Radisson Blu Hotel Shanghai New World



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Aristotle said “Knowing yourself is the beginning of all wisdom”. The better one can connect with him/herself, the better one can connect with others and with business. Self awareness is the foundation of authentic leadership. It allows leaders to lead by their value, strengths and talents. The journey starts with reflecting one’s own life.

Through a half-day workshop, participants not only have an opportunity to review their core value and strengths but also work on their leadership brand and vision. Of all which will facilitate their continuous leadership development path.

EMERGING LEADERS

► Managing Expectations and Goals

Facilitator: CONCHIUS

Time: March 29th 2019, 9.00 - 12.30

Venue: Radisson Blu Hotel Shanghai New World



Managing expectations and setting goals are two key management skills. The Company, manager and team member all have expectations that are beyond the Job Description and Employment Contract. As an Agile Manager-Leader it is critical to understand and align on this context. Whereas effective goal setting creates motivation and ownership leading to results, poorly defined goals cause frustration and confuse the team members.

Target Outcomes: Learn how to manage your manager's expectations and how to communicate these to your team effectively.

► Working Effectively: Focus on Nordic Cultures

Facilitator: Emily Cai

Time: April 17th 2019, 9.00 - 12.30

Venue: Radisson Blu Hotel Shanghai New World

All cultural understanding begins with self-understanding. Basic and off-course you might think, but how competent are you actually in explaining what you define as “normal and typical”? And how often do you explore the cultural self-understanding of your Nordic colleagues? on etc. when working with people from the Nordic cultures?

In this dynamic and interactive global mindset workshop we raise the awareness of your cultural self-understanding, give you valid knowledge about the Nordic culture, leadership and working style as well as give you input on how to use very practical and easy-to-use cultural tools to improve your cross-cultural communication and collaboration.



SHANGHAI

CULTURE & COMMUNICATION MANAGEMENT

▶ Cross Cultural Communication

Facilitator: CONCHIUS

Time: May 22nd 2019, 9.00 - 12.30

Venue: Radisson Blu Hotel Shanghai New World



This activity based workshop facilitates better relationships and workplace performance by creating appreciation and understanding for other people' s core values, culture and behaviors. The program gives invaluable insights and a powerful toolbox for navigating the expectations of working and communicating effectively in international teams.

Develop an understanding of how to adapt and communicate to work effectively with colleagues from different cultural backgrounds.



SHANGHAI

CULTURE & COMMUNICATION MANAGEMENT

► Effective Communication - Questioning & Listening

Facilitator: MPS

Time: June 12th 2019, 9.00 - 12.30

Venue: Radisson Blu Hotel Shanghai New World



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In the VUCA world when change is the new norm, no one has all the answers. Traditional managing style of Command and Control is no longer effective to engage the knowledgeable young workforce who want to be led by purpose and meaning. Effective communication, therefore, is imperative for talent retention and business success. Two basic yet rare communication skills are active listening and powerful questioning. These skills will benefit anyone who is already at or wish to be at managerial positions.

The half-day workshop is highly interactive and full of experiments. Through discussion and exercise, participants will learn practical skills to help strengthen their leadership skills, get message across at work and improve relationships with others.

TEAM MANAGEMENT

▶ How to Employ the Right People - Hire for Success

Facilitator: Grow HR

Time: Sep 18th 2019, 9.00 - 12.30

Venue: Radisson Blu Hotel Shanghai New World



The employees you hire can make or break your business. Just as we believe in Grow HR – the caliber of the people is the key. Finding the best possible people who can fit within your culture and contribute in your organization is a challenge and an opportunity, especially with constant trends and changes which affect the talent market. Such changes can not only be seen in the development of new technologies and globalization, but also how the candidate view and choose companies.

TEAM MANAGEMENT

▶ Coaching for Performance

Facilitator: CONCHIUS

Time: Oct 30th 2019, 9.00 - 12.30

Venue: Radisson Blu Hotel Shanghai New World



One of the keys to successful management is to develop a coaching manager style. Many surveys have shown that Coaching Managers are the ones who are best able to retain top talent in their teams and to maximize productivity and performance.

This workshop will discuss the fundamentals of coaching. It will look at what coaching is (and is not) and discuss a validated coaching framework for participants to gain a foundation in this skill.

TEAM MANAGEMENT

▶ Leading Others: Focus on Improving Team Management Skills

Facilitator: CONCHIUS

Time: Nov 27th 2019, 9.00 - 12.30

Venue: Radisson Blu Hotel Shanghai New World



Participants learn about effective leadership styles and understand the twelve factors that drive workplace performance and create motivation, engagement and commitment in a team. You get a complete management framework for how to lead, develop and support your team.

Participants get a deeper understanding on how teams come together, interact and produce results over time. Discuss what a leader should do to manage a team in different stages.