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Visiting us at  www.hrecchina.org

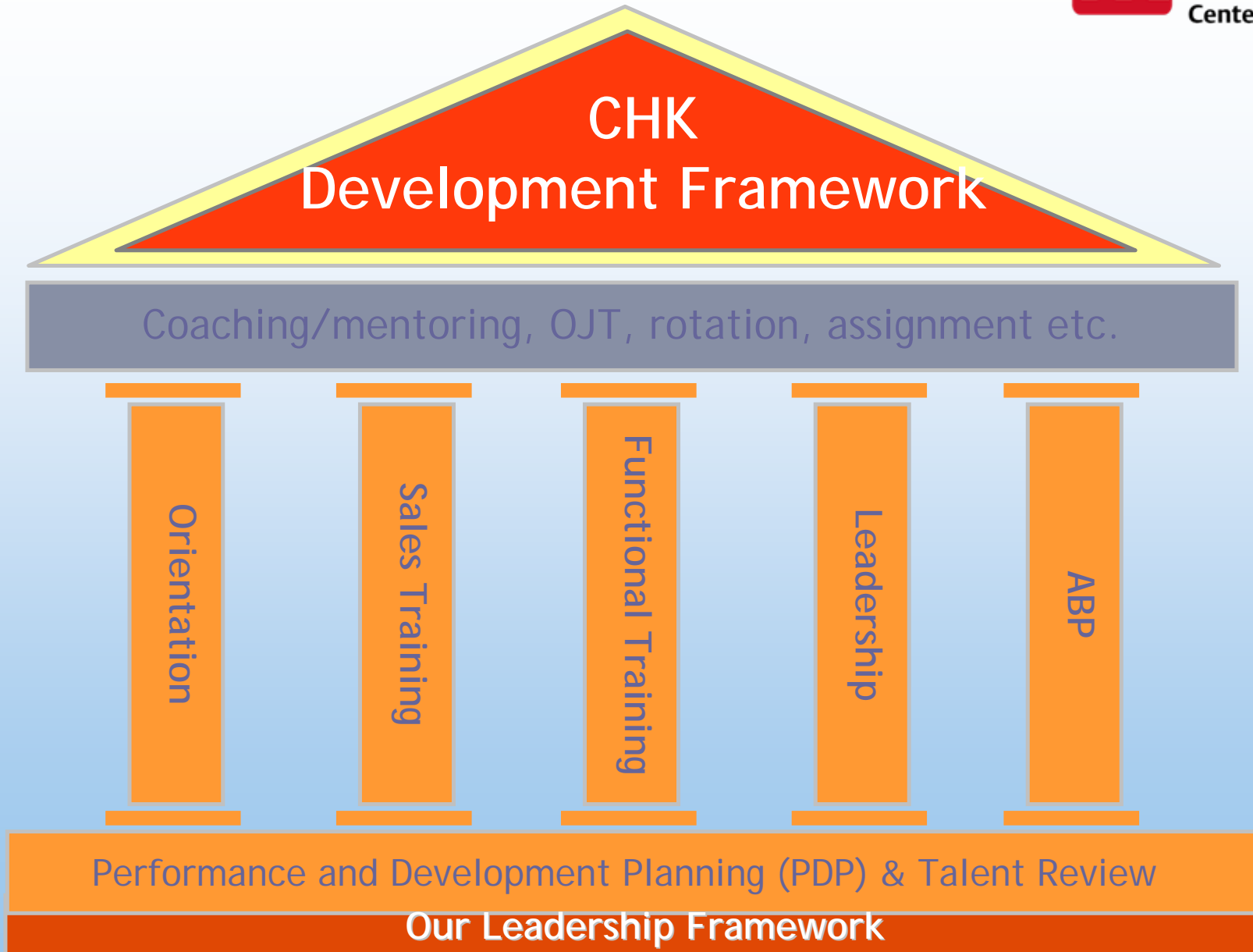


Case Study: Sr. leaders Training intervention



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Our CHK Development Framework



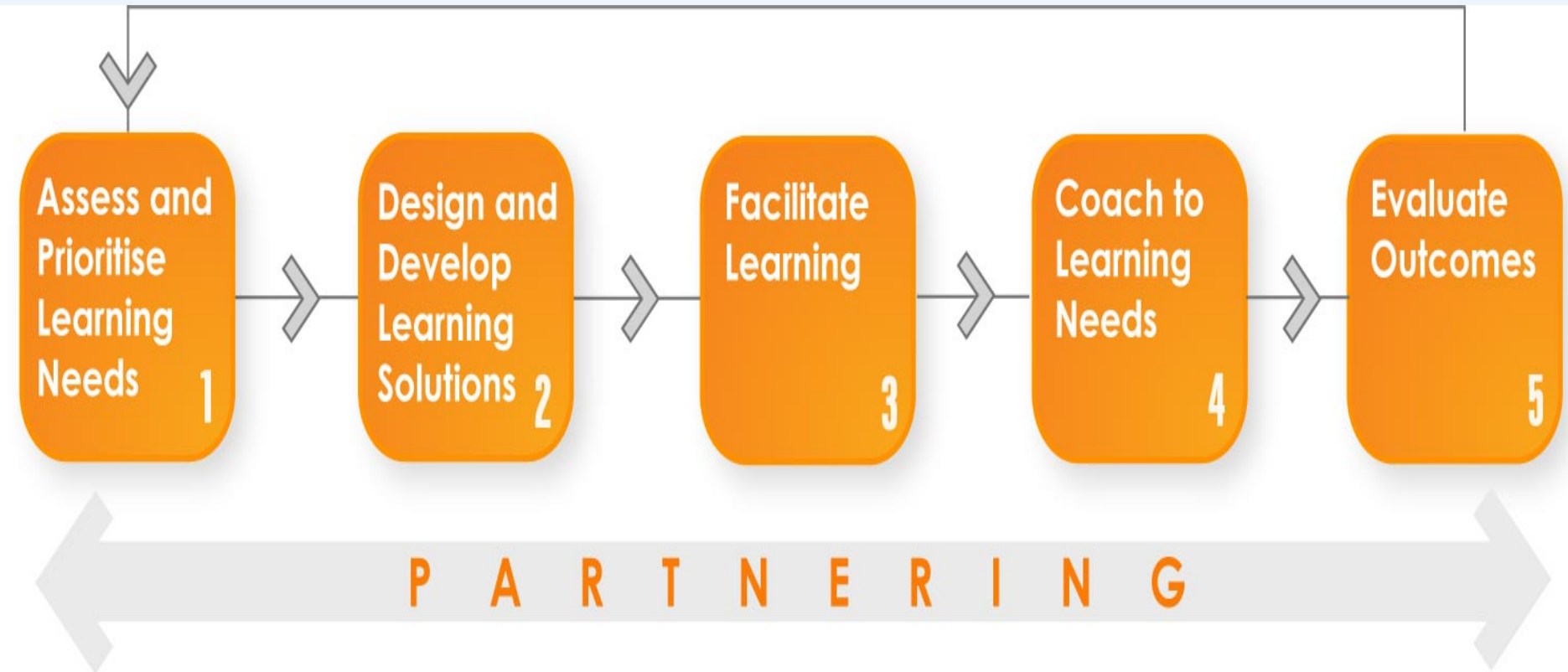
Our Leadership Framework

Leadership for Sustainable High Performance The Leadership Framework



Methodology

Academy's Performance Consulting Process



CaptainMastery

Sr. leader Orientation 2009

DO MORE, FEEL BETTER, LIVE LONGER

Why Orientation?

To have systematic and structured assimilations into key roles, to build the leadership and technical capability to ensure organization succeeds in supporting business agenda

Transformation period,

Storming sea

New culture framework

Many new Sr. Leaders has *just joined*

Sr. managers act as a *role model* for corporate culture

Orientation Flow Chart

1st week

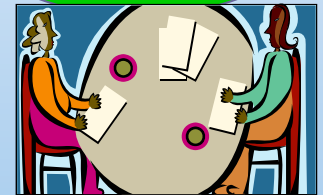
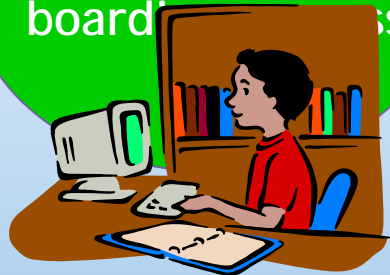
2-3 month

If needed

Welcome kits & on board

2 days intensive programme

Skills training or 1:1 details



BU HR

Area Programme

BU HR

Programme Purpose

Know the "Sea":

Dynamic market & trends

Know the "Our itinerary":

Strategies, culture and HPBs

Management tools and process

Know the brake:

Legal and *ethical integrity*

Networking



Target Audience

New leaders who are join Our
recently with the job grade above
D1

Existing leaders who have recently
been promoted to D1above



CaptainMastery

Sr. leader Orientation 2009

Our Itinerary:

- strategic priorities and China application
- BU ambitions
- Business intelligence system/SFE/MKT research

Ways of working-Culture and Behaviors:

- Our spirit and culture framework
- 4P culture and HPBs
- Legal and ethical integrity
- People management system

Storming Sea:

- Internal & external environment

Purpose:

- Systematic & structured assimilations
- Deliver leaders with the right capabilities and behaviors to grow business

General Information:

- Twice a year
- 2 days
- Participant: new join or newly promoted managers (Director above and recommended key talents)

Program Position



The program is

A alignment process of culture and strategy

A dialog between CMT and Sr.leaders

A commitment in action

This program Isn't

A skills training course

A normal “know who” and “know what” orientation

Approach

“Action learning” method will be used throughout the programme

-Experimental, Effective, Practical

Optimizing internal training resources, while, enhance interaction between participants and CMT.

Aiming OurChina internal insights, experience and process



Engaging Sr.managers to be training partners

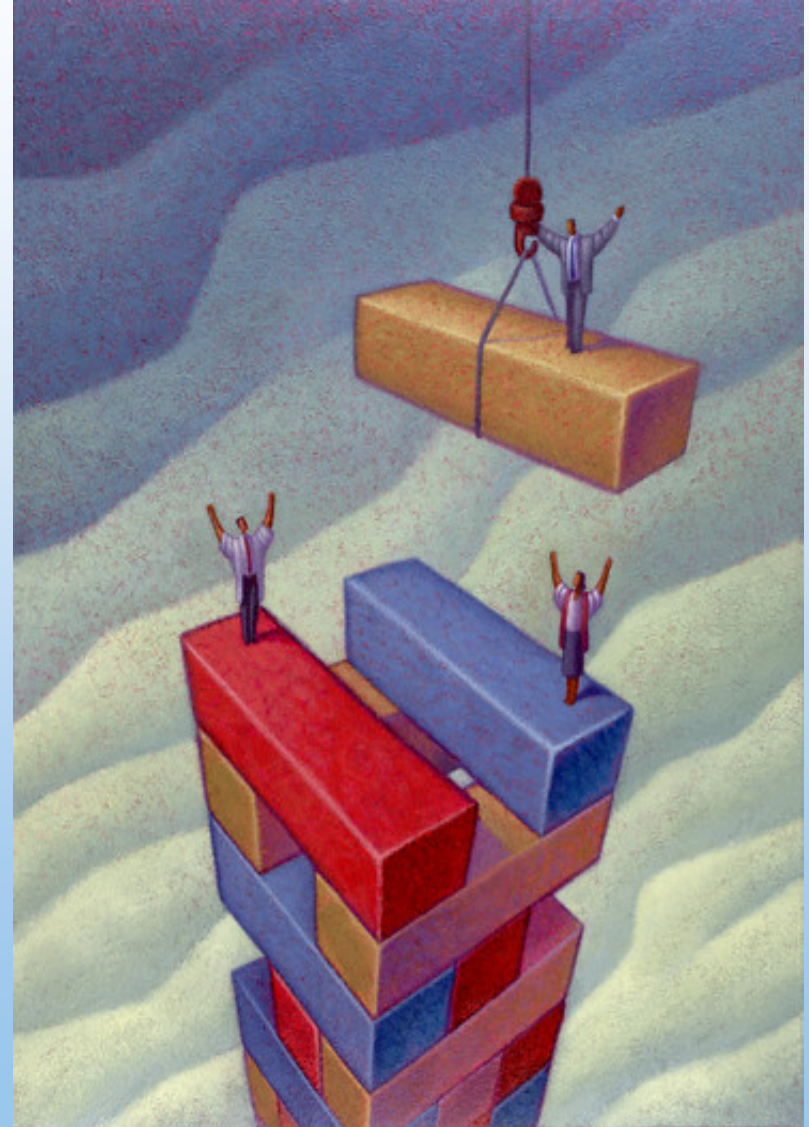
Help create a learning culture

- A more responsible role as a catalyst of change

- Role Modeling

Huge impact- Programme target on experimental Our China insights and experience

More interaction between Sr. managers and CMT



Success Factors

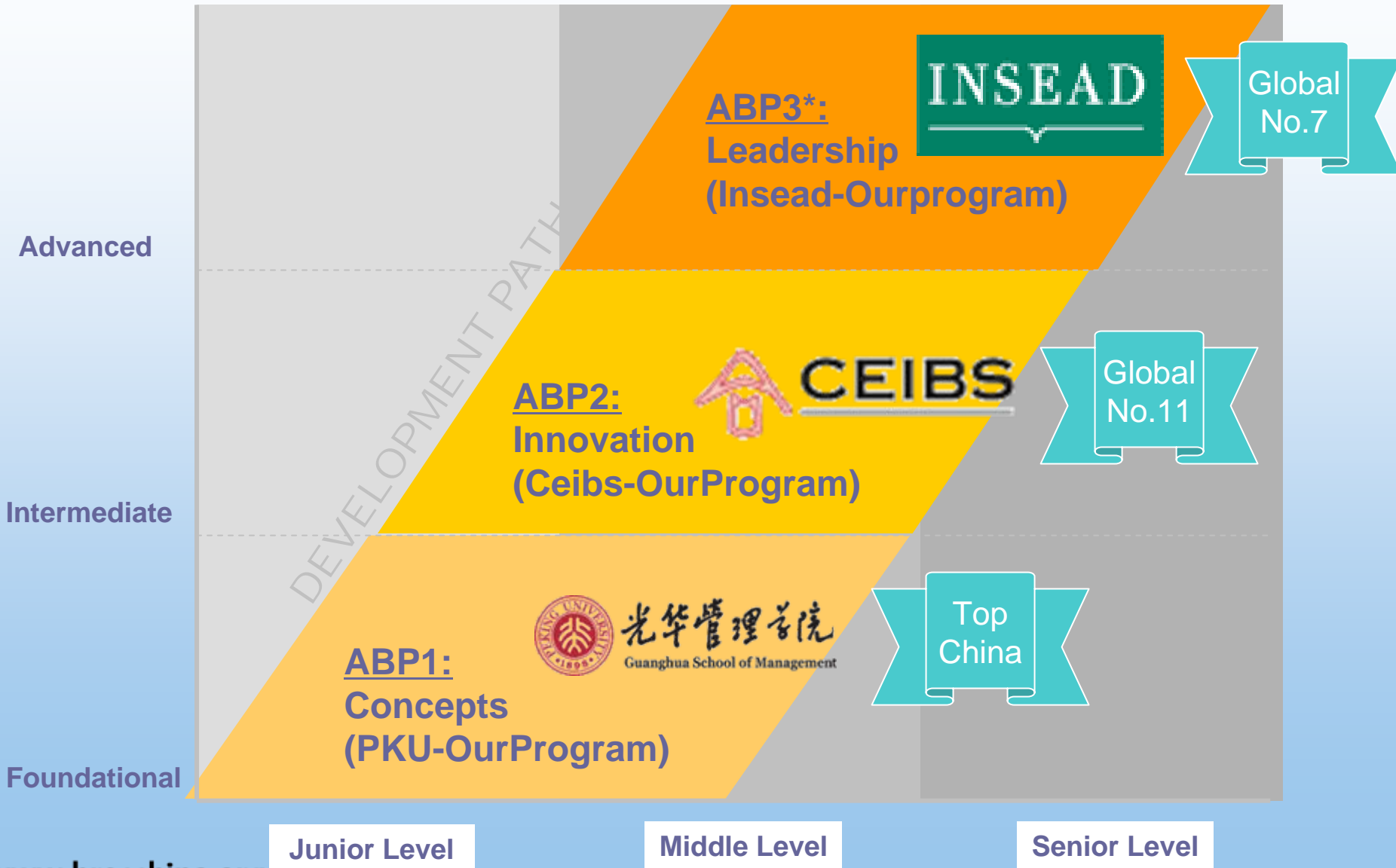
CMT support

Programme positioning and
quality

Ensure content remains
“current”

Area Business Program (ABP)

“Best with Best”



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