

CORPORATE ENTREPRENEURSHIP IN CHINA

A NEW PROGRAM FOR ORGANIZATIONAL LEADERS FROM MULTINATIONAL CORPORATIONS

Innova is part of
DirectHRGroup

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Welcome to a New One Year General Manager Learning Journey!

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About the Institute

A slowing economy, stronger competition, and disruptive change is bringing unprecedented developments to MNCs in China. Leaders, teams and organizations must adapt with agility, resilience, innovation and readiness to embrace change. This takes strategic foresight, cognitive flexibility and openness to use opportunities and inspire people to make the change.

New challenges call for new answers in leadership development. That's why we invite you to our INNOVative program: Delivered in a group coaching fashion it's flexible, highly user-focused and practical. It provides you with just the right environment to take your leadership skills to the next level and deepen valuable contacts with peers.

Target group:

Join this one-year program and become part of a group of up to 6 leaders with similar challenges, who see themselves as corporate entrepreneurs as CEOs, MDs, GMs and Presidents.

What you can expect:

- A small group of senior leaders with international experience working for MNCs in China
- Ongoing process of peer-to-peer consultation – participants present their strategic projects and challenges and receive input and feedback from peers and facilitators

An inspiring group learning environment

- Content flexibly adapted to the needs of participants
- Case studies from and for China
- Facilitators with decades of international experience as executive coaches
- The right dose of conceptual input
- Networking opportunities with peers in between the program modules



Methodology

The program stands out for its unique integration of project work on individual business or leadership challenges, reflection, discussion and case- and experience-sharing with inspirational inputs from the facilitators, plus group and individual coaching. The open process of the program gives ample space for exchange and dialogue.

Benefits for Participants

At the end of this process participants have

- reflected their role, their impact and the leadership challenges ahead of them
- identified development areas and strategies how to take their leadership capabilities to the next level
- received input, feedback and coaching on their leadership projects
- borrowed from the experience of fellow executives
- discussed leadership and business challenges within a group of peers

Content and Objectives

The four 2-day-modules and main topics are:

- The GM's Personality - my role, profile & vision
- Leading a High Performance Organization - mastering a VUCA business world
- Strategy & Resilience - effective decisions & strategic alignment in modern top teams
- Changing the Organization - building innovation capacity & securing competitiveness



Module 1:

The GM's personality - My Role,
Profile & Vision

Topics:

- First Impressions, Logbook of Topics, Questions and Projects
- Values, Drivers, and Aspirations
- Taking Stock as a Leader
- Personal Role Map and Networks
- Crafting a Vision
- Leadership in a Global VUCA Environment
- Personal POWER Sources
- Summary and Outlook

PRACTICE PHASE, (PEER) COACHING & PEER GROUP INTERACTION

Module 2:

Leading a High Performance
Organization - Mastering a VUCA
Business World

Topics:

- Taking Stock of my Organization
- Encouraging Self-Empowerment and Initiative
- Rethinking Motivation, Tactical and Adaptive Performance

- Building a High-Performance Organization in China (Total Motivation Concept and Discussion)
- Best Business Practices Examples

PRACTICE PHASE, (PEER) COACHING & PEER GROUP INTERACTION

Module 3:

Strategy & Resilience - Effective
Decisions & Strategic Alignment
in Modern Top Teams

Topics:

- Strategy, Resilience and Decision - Making Approaches
- Personal Strategy Scan: The Leader as a Strategist
- Strategic Dialogue as a Management Tool
- Personal Decision Making Type and Mode
- The Visionary Force Field: Person-Role-Company
- Resolving Strategic Conflict

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Module 4:

Changing the Organization - Building
Innovation Capacity & Securing
Competitiveness

Topics:

- The Challenge of Change Leadership
- Change and the Power of Experimentation
- Overcoming Resistance and Getting Buy-In
- Change Simulation: Developing a Strategic Roadmap for your Change Initiative
- How Dynamic, Change-Driven and Innovative is Your Organization's Culture?
- Design Thinking for Corporations
- Building an Innovation Culture
- Innovation Leadership
- Implementing your Vision



The Program Facilitators

Dr Laurenz Awater

Dr Laurenz Awater is a people and organization development expert with more than 20 years of China experience. As founder and managing director of the INNOVA Management Institute (Shanghai) Laurenz has been supporting China-based operations of major MNCs since 2003. Over the years he has worked for more than 200 multinational clients and trained and coached hundreds of senior managers in leadership, cross-cultural management, change management and corporate culture alignment.

Besides his background in economics and cultural studies Laurenz has qualifications in individual and organizational psychology and executive coaching.



Dao-Wen Chang

Dao-Wen Chang is a innovation management expert and expert in systematic creativity with more than 10 years of professional experience working in USA, Taiwan and China. She holds a master's degree in Creativity Studies from the University of Buffalo, USA. Dao-Wen supports multinational clients in China and Asia with training, coaching, and consulting programs enhancing innovative capabilities on leadership, team and corporate level.

She has run Innovation programs and creativity trainings for clients as Bosch, Google, Disney, BSH, Johnson & Johnson, Danone, Pfizer, Moët Hennessy, Diageo, Abbvie, Oppo, Metersbonwe, and Haier.



Dr.-Ing. Gerald Renger

Dr.-Ing. Gerald Renger has more than 20 years of experience as coach, consultant and trainer in international change and leadership across Asia, Europe, and the US. His clients include major global companies such as Daimler, Heidelberger Druck, Heraeus, Porsche, Lufthansa, Atlas, Duerr, and Rolls-Royce. As executive coach he co-authored and facilitated the Hernstein General Manager Program of the Vienna Hernstein Management Institute which along with the Management School St.Gallen is a leading partner for executives in Europe.

In 2014 he moved to Shanghai where he lives and works as executive coach and partner at the INNOVA Management Institute (Shanghai).



Contact:

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Timing and Workshop Dates:

- Every three months starting in the second half of 2018

Location & Conference Venue:

- International business hotel in Shanghai

Fee:

- RMB 95.000 / person for the total 8 day program including conference package and 2 one hour coaching sessions between modules
- Early Bird Fee: RMB 84.000
- Fee is still subject to 3% VAT





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The INNOVA Management Institute (Shanghai) was founded in 2003 as a China-based consulting & training company for people and organizational development and is led by Dr Laurenz Awater and Dr Gerald Renger.

As a multinational team of four partners & eight associates INNOVA helps companies achieve their full potential in leadership, change, innovation, strategy development, and organizational effectiveness. We combine process know how with expertise in people skill development, and integrate longstanding China experience with more than twenty years of international change experience.

INNOVA has widened global partnerships to include deloop management consulting in Germany and Integrated Consulting Group (ICG), a Europe-wide training and consulting company specializing in change management.

We provide comprehensive coaching, training and consulting services in leadership skill development, change & innovation, strategy & decisions, people development, corporate culture, project management, team development and cross-cultural competence.

**CONTACT US FOR A PERSONAL APPOINTMENT
OR JOIN OUR INFORMATION DAY!**

Our General Manager Program 'Corporate Entrepreneurship in China' is a unique offering developed for organizational leaders working in China. It is designed to accompany you in a rapidly changing business environment. This application-oriented and user-focused program follows the example set by the Hernstein Institute General Manager Program (HGMP) in Vienna, to which Dr Gerald Renger, one of our two program facilitators, was a major contributor for years.

Our clients include companies as Allianz, Alstom, AMG, Ardex, Atlas Elektronik, BASF, Benteler, Bobst, Boehler Welding, Bosch, Carl Zeiss, Clariant, Continental, Daimler, Draexlmaier, DSM, Ebner, EDAG, Duerr, Ferrari, Fresenius, Freudenberg, Gerresheimer, Getrag, Heidelberg, Heraeus, Hermes, Isovolta, Kolbenschmidt, Lufthansa, Magna, Melitta, Merck, metabo, Metro, Miba, Michelin, Miele, MTU, Porsche, PWO, Rieter, Rolls-Royce, RWE, Siemens, SKF, SMS Group, tesa, Trumpf, Turck, Uhlmann, Voith, Volkswagen, Wacker, Wuerth, Weckerle, and ZF.

