

Management Transition & Managing Performance (English, theory explanation in Mandarin, 2 days)

管理转型和绩效管理 (英语, 可中文解说, 2天)



The German Chamber Network 

目标与内容 Objectives and Content

As an individual contributor or a manager, the job scope is more defined on how to timely complete a certain given task. While being promoted to a manager position, being able to utilize engineers' hard and soft thinking skills to managerial position would be essential for effective team development. From another perspective, it requires a different mindset, as his or her role has been shifted to manage a team, how to manage subordinates' performance and to give feedback, etc. This program is tailored for those managers, who were previously in engineer or individual contributor positions, to explore diversity required in the workplace and their management approaches.

工程师作为技术诀窍和经验的掌握者往往备受敬重, 基层或刚被提升上来的管理者, 有时会以旧有的工作习惯和思维模式来带领原有的部门, 对团队领导效能反而适得其反。当技术人员被提拔到管理层时, 他们需要具备不同的心态, 若能够在管理的职位上, 有效利用工程师所具备的硬性和软性思维能力, 并配合沟通技巧来协调团队工作与绩效, 相信领导力更能发挥功效。这一个课程是为有技术背景, 需了解职能转型的管理者量身设定, 共同探讨管理层需面对的不同领导方法。

参加对象 Target Group

Managers with technical background or engineers or individual contributors promoted to be a manager, proficiency in English communication

有技术背景的管理人员, 或将被提拔为管理人员的工程师, 英文流利。

大纲 Outline

Transition- Engineer and/or individual contributor to Manager
The Role of Being an Effective Manager
Operational Differences- Engineer Individual vs Managerial Team Approaches
Managing Diversity and Communication Styles
Delegation and Creating Shared Visions- Forming a Highly Effective Team

由工程师向管理层转型
理解高效管理者的角色
操作上的差异- 工程师 vs 管理方法
管理差异和沟通方式
授权及创造共享的远见-组建高效的团队

日期: 2018年3月19-20日
2018年6月20-21日
2018年9月20-21日

会员: 4400元; 非会员: 4800元
价格包括会务, 资料费, 午餐费
语言: 英语/中文

Schedule: Mar. 19-20 2018
Jun. 20-21 2018
Sept. 20-21 2018

Price: Member 4400 RMB; Non-member 4800 RMB
Fee includes lectures, course materials, lunch
Language: English/Chinese



Dr. Jasmine FAST-LIN

Over years of working and living in 12 international cities of Asia, Europe and USA, particularly in Germany for over a decade, Dr. Fast-Lin has her expertise in training delivery, analyzing training needs, working with vendors/suppliers, designing/selecting training courses for multinational corporations, intercultural group facilitation and training/coaching for top and senior/middle managers or executives, coordinating with global HR and key stakeholders to tailor projects in management/leadership and talent development. She also dedicates on developing children and adult EQ programs. In particular, from 2006-2010, she supported German Chamber of Commerce in China (Beijing, Tianjin, and Guangzhou offices) to roll out, design, and deliver several management training programs, as well as to develop corporate in-house programs.

Dr. Fast-Lin has been delivering training/coaching programs and consultancy projects in Singapore, Germany, the United Kingdom, South Korea, Japan, Taiwan, cities of China, Vietnam, and Hong Kong. Clients and participants are from more than 25 nationalities and many from Fortune 500 multinationals at all levels. Apart from her training and consultancy work, she likes writing and has published more than 500 articles related to global management practices, particularly in the field of cross-cultural management. She speaks English, Mandarin, German and Taiwanese.

Dr. Fast-Lin received her MSc. in Human Resource Development and Ph.D. of Management Learning, specialized in Cross-Cultural Management, from Lancaster University, UK, an MBA from University of Newcastle Upon Tyne, UK., a BA in Economics at Chinese Culture University in Taiwan. She has received professional trainer certifications in Global Intercultural Consultant, DISC, Talent Development, and EQ emotional development for children and adults.

Courses Delivered by Dr. Jasmine Fast-Lin: Communication and Negotiation, Management Essentials, Intercultural Training, Intercultural Conflict Management, Virtual Teams, International Presentation Skills, Management Transition and Managing Performance, EQ in Communication- children to adults, International Project Management, Global Leadership and Talent Development, One-on-one Coaching, Other Tailored in-house programs