

培训时间：2018 年 3 月 19 日-20 日星期一-星期二

培训地点：北京市朝阳区东三环北路 8 号亮马河大厦二座 8 层

培训语言：本次培训可用英文或中文进行。

## 管理转型和绩效管理（英语，可中文解说，2 天）

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

#### 目标和内容 Objectives and Content

能够在管理者的职位有效利用作为工程师所具备的硬性和软性思维能力是组织和发展团队的基本需要。工程师作为技术诀窍和经验的掌握者往往备受敬重。当从技术人员提拔到管理层时，他们需要具备不同的心态，沟通技巧来协调团队工作與績效。我们的这一课程为这些管理者量身设定：有技术职位的背景，需要探索职位转型所要求的不同管理方法。

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 their hard thinking and soft thinking skills to managerial positions would be essential for the effective team development. From another perspective, it requires different mindsets, as their 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; previously in engineering or individual contributor positions, to explore diversity required in the workplace and their management approaches.

#### 参加对象 Target Group:

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。

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

#### 大綱 Outline:

- 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
- Transition- Engineers and/or individual contributors to Management Operations
- 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