Workshops or Seminars - Proposed

1. **How to Build an Effective Coaching and Mentoring Culture** (one day workshop)
   如何建立高效教練與指導文化
   Objectives:
     - To understand the difference between coaching and mentoring
     - To understand how coaching and mentoring work and when it is appropriate to use
     - To understand the role of a coach and a mentor in developing others
     - To create a culture that supports coaching and mentoring
   Contents:
   - What are caching and mentoring?
   - How an organization can benefit from coaching and mentoring?
   - How to make the coaching and mentoring culture sustainable?
   - Difference between internal vs external coaches
   - Characteristics of a successful mentor
   - Case sharing

2. **Next Generation of Human Resources** (one day or half-day workshop)
   Objectives:
   - to have a complete perspective of the changes in working environment and to get ready to provide the best effective human resources support to business
   Contents:
   - How to be a true business partner to deliver value?
   - How to confront the challenges of globalization with growth in developed market and finding right talents in Emerging Markets?
   - What to do with multi-generations in the workplace?
   - Understand the new way of HR working (transformation).

3. **How Leadership Development Engages Talents & Leads to Sustainable Business Growth**
   Objectives:
   - To help the leaders to become effective managers in engaging their employees for better performance and productivity.
   - To provide knowledge and skills training to leaders in coping with the multi-generations at work
   Contents:
   - What is Engagement?
   - Why Engagement is Critical?
   - How does Engagement relate to Business?
   - How Leadership Development engages Talents?
   - How best HR can use Engagement?
   - Case sharing
   - Is Engagement worth doing?

4. **Talent Management – What Works?**
   Objectives:
   The systematic management of executive talent is a key strategic agenda for all corporations. HR executives are often asked to advise on what the management team can collectively do. Facilitation of a successful talent management process will be of paramount to the value of a senior HR executive.
   Contents:
   - How to develop a systematic talent management process?
   - How to use strategic business objectives to drive talent management efforts?
   - How to build a leadership pipeline?

- What are the challenges of Leadership development in a multi-cultural setting (development of Chinese locals and foreigners)
- How to assess and identify your "talent"?
- How to best use the technology of assessment center? Are there cultural differences in its application in Asian countries?
- How HR executive can engage and get commitment from senior executives on talent management?
- What are the critical success factors and key enablers for implementation?

5. **Identifying, Assessing & Selecting Tomorrow's Top Talent**
   Objectives:
   - To build a sustainable talent strategy for future success
   - To ensure the right organizational capabilities for the fast moving business environment
   Contents:
   - Deploying a talent pool strategy vs. hiring strategy.
   - How to assess and identify 'Talent" – personality, motivation & cultural fit?
   - How to best match talents & job characters?
   - Why needs continuous assessment of performance & potentials?
   - How can a global assessment process be applied in Asian countries?

6. **Applying Design Thinking for a Joyful Life**
   Objectives:
   - To understand and apply the Design thinking process, which is about identifying and working within given constraints to arrive at new and better solutions.
   Contents:
   - What is Design Thinking Process?
   - How different is it from our normal way of thinking?
   - Critical skills of Design Thinking
   - Use DT to build a better future for yourself:
     o a successful career
     o a joyful life

7. **Design Thinking for Human Resources**
   Objectives:
   - Using the design process to work in human resources function for a more effective employee experience and foster better engagement.
   Contents:
   - What is Design Thinking Process?
   - How different is it from our normal way of thinking?
   - What are the critical skills of Design Thinking?
   - How to adapt the 5 steps in HR Management?
   - How important is Design Thinking in HR?
   - What and When to apply Design Thinking?
   - What leaders and executives say about Design Thinking in HR?

8. **Communication skills for the Workplace / Effective Team Communications**

9. **Effective Agile Performance Management Process**

10. **Building and Accelerating Team Performance**

11. **Talent Motivation and Retention**

12. **Coaching in the Workplace**

13. **Team Coaching**

14. **Coaching for Success**

15. **Developing Leaders as Coaches**

16. **Change Management / Managing Change / Managing & Cultivating Organizational Changes**

17. **Building the right Organization Culture**

18. **Building the Business Partnership in the Organization**

19. **Crisis Management and Planning**

20. **Leadership – Transformation and Engagement**