



Manager-Coach in China

教练型的主管

A high performance
management program

Directed by Edouard Stacke & Sylvie Tournier



教练型的主管



Why a high performance management program?

Through this program, we bring support to your China-based company to:

- **Acquire the 'genetic code' for high performance**, boosting your management model and practices
- **Develop and foster world-class competences in high performance management**
 - Coaching your teams towards high performance
 - Developing inspiring leadership skills
 - Empowering your China teams for increased efficiency
- **Getting "great fruits": Business growth and motivated employees**



What is our offer?

Through a partnership with the top management and the human resources, we co-build a project to upgrade your management practices. Manager-coach is a flexible training process aiming at yielding high performance for the company. It focuses in an intensive and highly experiential approach on raising the managers skills level in the areas of management and leadership. It specifically addresses the issues of:

- **Change management**
- **Inspiring leadership reinforcement**
- **Coaching as a tool for self-development and development of one's teams**
- **Teamwork efficiency towards higher performance**
- **Stress and motivation**

The method originally combines the benchmark of management world best practices with research on human sciences (such as neurosciences, psychology, sports high performance) with the deep roots of Chinese wisdom.

It finally plants the seeds and gives the 'keys' to the participants to continue sharpening their skills and further pursue their transformation.



What are the benefits?

Our program aims at producing the following results:

- Increased motivation and involvement of the managers and their teams
- Self-awareness of one's potential and own way of functioning
- Deepened understanding on how to detect and transform the potential of others
- Increased focus on goals thereby enabling success
- Enhanced creativity and adaptability to change
- Shared company vision to inspire other managers and team-members
- Contributing to retain talents and reduce the turnover rate



What is the process?

We proceed through the following steps:

- Building an alliance with the top management and the human resources team to define the list of priorities and various actions needed (training, coaching, team-building, consulting)
- Engineering the program and tailoring it to the company's goals, culture, and strategy
- Planning and delivering the training sessions
- Evaluating the learning and transformational process



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Project content



<p>Step 1:</p> <p>Change management</p> <ul style="list-style-type: none"> • What is change? How do I bring about change in my job/team? • Self-reflection on 'who I am as a manager and as a leader' • Self-evaluation with dedicated tools 	<p>Initiate the process of improvement</p> <ul style="list-style-type: none"> • Detect potentials, evaluating competencies, increasing people efficiency • Articulate western management and Chinese practices 	<p>Step 5:</p> <p>Stress management and team motivation</p> <p>Stress process</p> <ul style="list-style-type: none"> • What is the impact on body and mind? (Theory and practice) • Content derived from modern medical science and Traditional Chinese Medicine • Practices to balance energy flow and acute awareness
<p>Step 2:</p> <p>Leadership reinforcement</p> <ul style="list-style-type: none"> • Discover one's potential and that of others • Increase one's leadership potential and that of others • Develop one's motivational and inspirational skills - Become Steve Jobs-like managers 	<p>Step 4:</p> <p>Leadership in teamwork and project situations</p> <p>Basics of efficient teamwork and team coaching</p> <ul style="list-style-type: none"> • Improve team drive and team performance • Stimulate the leadership of each member of the team <p>Team coaching through experimentation of diverse situations</p> <ul style="list-style-type: none"> • Team dynamics • Focus on targets and achieving goals • Review different kinds of motivation • Handle the appraisal process, goals setting, and follow-up 	<p>Team motivation</p> <ul style="list-style-type: none"> • Put into practice what has been learned • Action plan for team improvement and operational applications
<p>Step 3:</p> <p>Coaching as a management tool</p> <p>Individual coaching techniques</p> <ul style="list-style-type: none"> • Develop managerial skills and communication • How? Through analysis of operational cases and debriefing 		<p>Evaluation of the program</p> <p>Closing</p>



Program mechanics

How long?

- The core training session spans from two and a half days (including a pre-evening session) to five days (for an intensive session)
- Additional options or services to be determined after an in-depth discussion with the top management and human resources team

How?

- It includes interviews of key participants prior to the training program

- We provide one or two highly experienced facilitators depending on the size of the group
- We conduct the program in English with bilingual (English-Chinese) documentation
- When necessary, we train in-house relays who will in-turn train their the Chinese managers
- We provide a network of trainers at hand who can deliver the program under our control

Where?

Location outside the company premises in a hotel or resort

Follow-up?

- Possibility to include an individual or group follow-up after six months
- Objective: reinforce the learning, improve the implementation of learned practices, and address the difficulties met

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Why choosing us?



Edouard Stacke 司爱道

After an early and background in the health industry (Chinese acupuncture, physiotherapy, and taijiquan practice), Edouard practiced psychotherapy and coaching of top-level athletes. He introduced team coaching in France in 1987 and trained thousands of managers and hundreds of teams throughout the world. His strength is to bring forward an **East-West** approach of cultures and an **integrated body-mind taoist approach** to reveal potentials and enhance collective performance. He is the author of two books on 'manager-coach', a lecturer, and university professor. He initiated the manager coach program 12 years ago and deployed it for hundreds of managers in 12 countries. He now works in business coaching, consulting, and management training.



Sylvie Tournier, 席乐薇

Sylvie has a passion for fostering relationships and communication across cultural borders. French by nationality, she is a citizen of the world. She has a background in business (MBA, University of Connecticut, USA) with an experience in marketing communications associated with the telecommunications industry (Alcatel, Motorola, RIM). She lived and worked in China (2005-2008) where she transformed her long-standing passion for the Chinese culture, language, and wisdom into professional expertise and managed a Chinese team. She now trains, coaches, and consults with organizations and individuals seeking to increase their cross-cultural communication and management skills especially related to China. She integrates the body-mind approach through an intensive practice of yoga.

The Manager-Coach in China project is directed by Edouard Stacke and Sylvie Tournier. Edouard Stacke takes the lead on all technical resources and know-how. Sylvie Tournier manages the commercial aspects and co-ordinates the project. Both Edouard and Sylvie can facilitate the training.



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