

■ SINALINGUA SHANGHAI – Our Open Seminars 2010

Dragon Boat & Team Spirit (for Expats and Chinese) **June 11, 2010 in Shanghai**

The Dragon Boat Festival falls on the fifth day of the fifth month of the Chinese lunar calendar (June 16, 2010). In some areas of China, people gather together and participate in spectacular dragon boat racing events that take months of advance preparation. We explore the origins of the dragon boat tradition, dating back to the period of Warring States (403-221BC) and the sad stories of the famous Chinese scholar, statesman and poet, Qu Yuan. Qu Yuan was a loyal minister who had offered counsel in favor of his country, yet was discredited by the king. In despair and rage he drowned himself in the Miluo River. Out of admiration for his loyalty and honesty, people nearby rushed out in their boats in an attempt to find him. This rescue event later became one part of the festival - the dragon boat racing competition. If you are lucky enough to be able to observe such a competition, perhaps it might inspire you to find the golden keys to motivate and successfully work in a Western-Chinese team!

■ **Target group**

Our team building seminar is tailored to international work teams with a high number of **German-speaking and Chinese team members**. This seminar is especially designed for people who wish to learn more about traditional Chinese festivals, the values embedded in these traditions and the implications for modern Chinese life and business by exchanging and discussion their views and expectations in a multi-cultural group.

■ **Concept of the seminar**

We work following the method of “Action Learning”, which is suitable for both indoor and outdoor training sessions. Fun and the mutual learning process are the most important elements. Action Learning is a type of learning by experience which directly combines the process of problem-solving with the process of learning. Furthermore we pass on our cross-cultural knowledge to you by going through well-tested role-plays and case studies, and encourage you to participate and test your new skills led by a trainer team. There will also be plenty of time for discussion and practicing the do’s and don’ts of behaviour learned in the course.

■ **Focus of the seminar**

The focus of this seminar will be on the following fields:

■ **Working with a German-Chinese team**

How are responsibilities distributed in a Chinese team, who makes decisions?
How could German ideas of organization be integrated? How can meetings be effectively organized in China?

■ **Staff supervision**

What do Chinese members of staff expect from a good superior? How could staff members’ initiative of their own be increased? How are praise and criticism expressed?

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■ **Program**

- 9.00 a.m. **Opening and welcome**
Participants' introduction and clarifying expectations
- 9.30 a.m. **A short introduction to the dragon boat festival**
- 10.00 a.m. **Coffee break**
- 10.15 a.m. **Team Activity: Building a boat and get it floating**
- 12.00 p.m. **Dragon Boat Lunch with Zongzi**
- 1.00 p.m. **Successfully working in multi-cultural teams**
Case study and discussion
- Topics:
- Individualism and collectivism
 - Planning and decision making in China and the West
 - Team-work and meeting culture
 - Roles in a team and creating a team spirit
- 2.30 p.m. **Coffee break**
- 2.45 p.m. **Styles of management and creating a team spirit**
Assessment-exercise and role-play with discussion
- Topics:
- Power and power distance, styles of management
 - What characterizes a good leader in China?
 - Motivating employees
 - Appraisal interviews: Dealing with praise and criticism
 - Personnel recruitment and loyalty of personnel
 - Leadership styles: giving instructions vs. cooperative and self-responsible working styles
 - Feedback and assuring results: giving and taking information
- 5.00 p.m. **End of training**