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Leadership Foundation Training in Nanjing

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Training & Learning

sCore TEN



“With this program we bring the sCore TEN Leadership model to life” says Sherman Xie, HR Manager in our site in Nanjing.

Between May and August, 26 Chinese people manager dealt intensively with their role and leadership responsibility, our sCore TEN Leadership module was the foundation for this training. In a train-the-trainer program, they were also prepared to anchor this leadership culture in all managers in LNF.

"We will implement the Leadership Foundation training at all management levels. It is important for us that all managers live our corporate mission and values", Xie Sherman continued.

The Leadership Foundation Training, which is conducted in Chinese language, comprises 10 modules. The Global Learning & Development team, the HR team in China, the Bildungszentrum Lenzing and Martin Brandstötter were involved in the concept development. The Vöcklabruck management coach speaks Chinese and has introduced the program on site.

Interview with Mr. Jiang Yi (participant)

HR LNF: What did you like most about the training?

- Mr. Jiang Yi: "The trainer was amazing! All in all the training is well organized. The provided content is very beneficial and useful and all the modules are well planned and linked together."

Was the training beneficial for you?

- Mr. Jian Yi: "Yes, by attending the training we got more insights about ourselves and our group. We now understand sCore TEN and our culture more deeply. As I joined LNF one year ago, I am new to some extent but I noticed that Lenzing pays so much attention to build a corporate culture that includes respect, inclusion, diversity, etc."



Interview with Martin Brandstötter (trainer)

You have conducted the Leadership Foundation training and an intercultural training at our sites in Nanjing and at our office in Shanghai. What impressed you the most?

- Brandstötter: "The Chinese colleagues identify fully with the company. "We are all Lenzinger" was a sentence I have heard often."

What do Chinese managers take out of the program?

- Brandstötter: "There is a common leadership model throughout the whole company. Leadership tasks and clear responsibility are derived from this. Managers in China are part of a common leadership culture."

And what should we know about China?

- Brandstötter: "There are mega-trends that hardly anyone in Austria can imagine: everyone pays with mobile phone, e-commerce is everywhere. The speed of customers is very fast, this is the reason why Chinese colleagues often need quick answers."