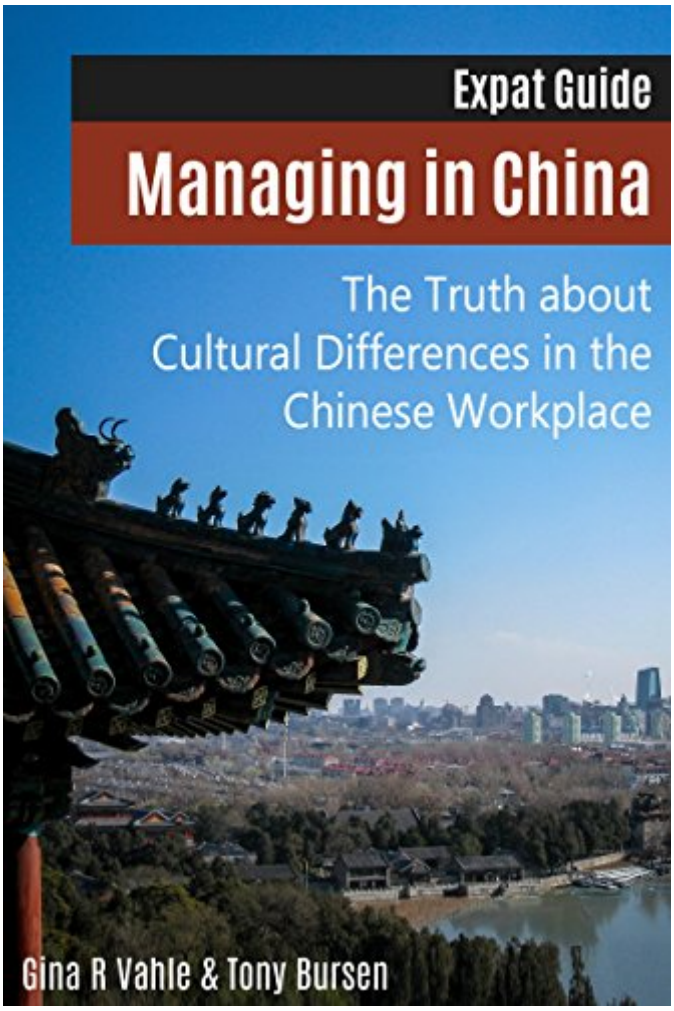
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Managing In China: The Truth About Cultural Differences In The Chinese Workplace



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Synopsis

Understanding cultural differences between China and the West is key for successfully working in ChinaThe Expat Guide to Managing in China is based on the hands-on experiences of Europeans and Americans who work in China. Those include experiences directly by the authors and experiences by others across various industries that were shared with the authors in many discussions over the course of two years.The book is about the people element in a Chinese workplace, written from the perspective of a Westerner. Its goal is to provide practical guidance for Western professionals who work in a Chinese company or Chinese subsidiary of a multinational company.Furthermore, the book gives valuable insights for any foreigner who works with Chinese partners or suppliers. After reading this guide, you will better understand the different culture in a workplace with a majority Chinese workforce and how these differences can impact the success of your managerial or professional style.Chinese work culture translated into practical tips for working in ChinaThe book gives a brief overview of Confucian influences and the Chinese cultural concepts of Guanxi and Face, and then focuses on the practical implications of these concepts on the daily work with Chinese employees, colleagues, and partners.The Expat Guide to Managing in China is not about general Eastern management techniques, neither is it about how to set up a company, select a supplier or those types of business matters. Rather, it is about the people element in a Chinese workplace. It provides practical tips and specific examples and goes way beyond the typical Ã¢â ¬Ëœgive and receive your business cards with both handsÃ¢â ¬â„¢ type of advice.The Expat Guide to Managing in China is based on the hands-on experiences of Europeans and Americans who work in China. Those include experiences directly by the authors and experiences that were shared with the authors in many discussions over the course of two years.What you will learn about managing in a Chinese workplace:What to expect when working with ChineseWhich management techniques work & which ones donÃ¢â ¬â„¢tWhen and how to adapt your Western style to be successful in China

Book Information

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Customer Reviews

After a really bad day and fairly sure my job was going to end soon, I woke up at 2 in the morning unable to sleep from worry. I couldn’t understand what I was doing wrong and why I couldn’t seem to move my projects forward with my China employer. I work remotely and am in the USA. I am diligent in my work. I work with a purpose and focus. I have a sense of urgency. I strive to meet deadlines. I problem solve. I think independently. So why were deadlines coming and going without progress? Why couldn’t China to attend to the projects the same way? Why did there seem to be such a laissez faire attitude by them on such incredibly important issues? Why did we set project plans with dates attached but never meet the date? Why did no one care about these important business issues so critical for success? These were the things keeping me awake.I started surfing and stumbled across this eBook. The price was right so I took a chance and the immense relief I felt after reading it changed my entire perception of my China-USA socio-relationship (I made that word up.) I now understood that I wasn’t doing anything wrong. These things occurring are just cultural differences. They simply don’t attach the same level of urgency, diligence and accountability to work efforts as I do. We strive to reach a goal. They laboriously plod along to reach "almost" or "sorta there."I learned that it isn’t them that needs to change. You will never change thousands of years of programming in an ancient culture. I learned it was me that needed to change. To not worry. To not badger them. To not project my American type A work ethic on them. It only created friction. Better that I find strategies that I could live with. Dates, plans and goals often change on a whim. No longer would I fret these. Basically it came down to stop worrying, do the best I can, be flexible and roll with it.This book was short. I read it in about and hour but the wisdom it imparted was pivotal in understanding the differences in approach between the China and westerner mind. If you need a

book that quickly, concisely and has great stories/examples to help get your mind around these concepts, buy this book. You will be happy you did.

I've been working for about 8 months in a Chinese company where I'm the only expat. So I'm really familiar with most of the issues between western and Chinese business cultures. Every problem which is described by the authors might be faced by the foreigners working in a Chinese company. This book gives some precious tips of managing Chinese employees. If you're planning to work in China - you should definitely read this book to avoid a "heavy" cultural shock which will happen anyway.

i've known and managed Chinese in China over the last 20 years. This inexpensive short essay (48 pages is a gross exaggeration) summarizes all the significant issues. It is a must read no matter how much experience you have.The only shortcoming is that it doesn't have much in the way of ideas how to deal with those issues. If it did it would be worth 100X the price!

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