

# 机会

# OPPORTUNITY & CAPABILITY

## Career Development Discussion

Prepared for UWCSSA

*Pan, Gang*

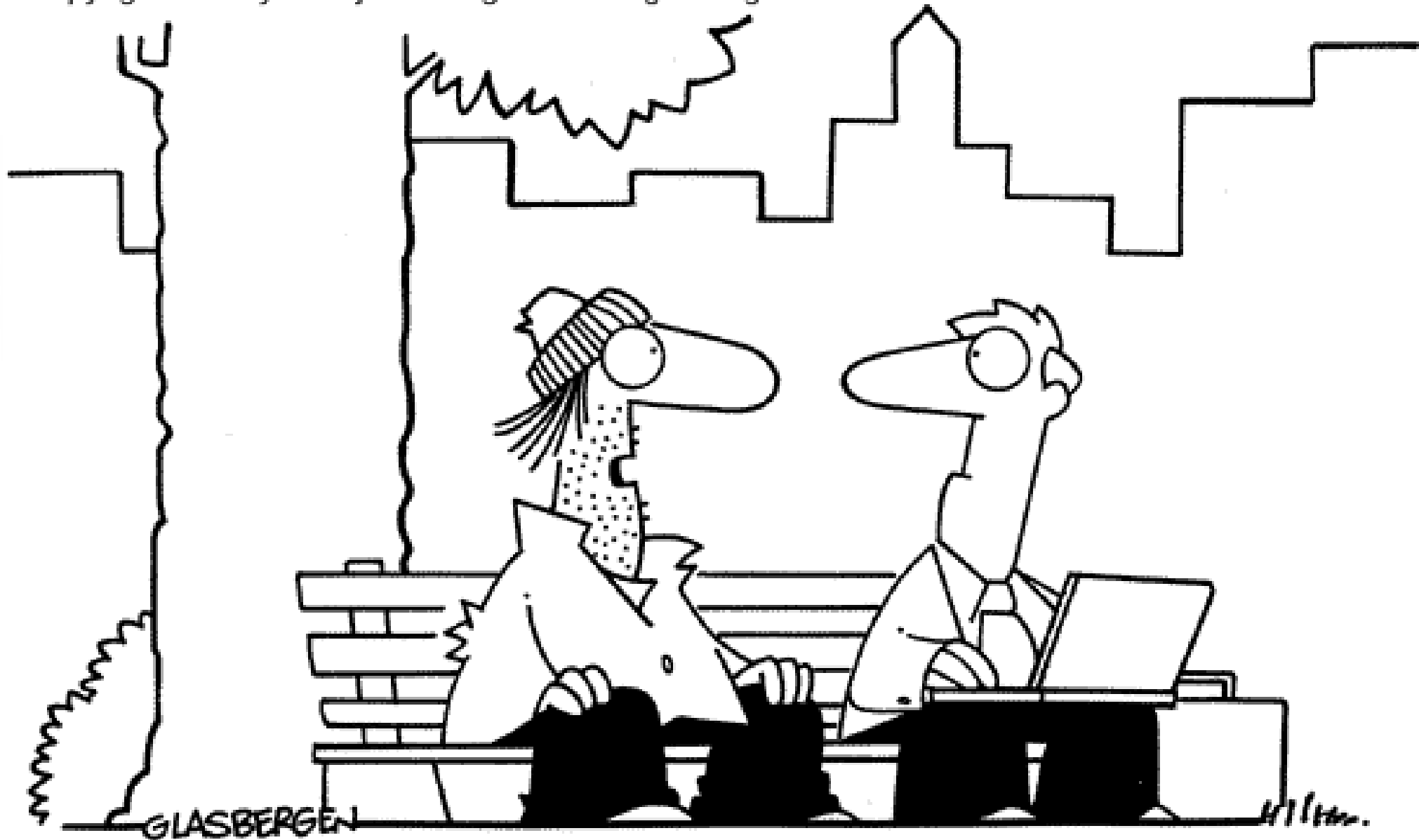
*July 2005*



# Personal Career Development

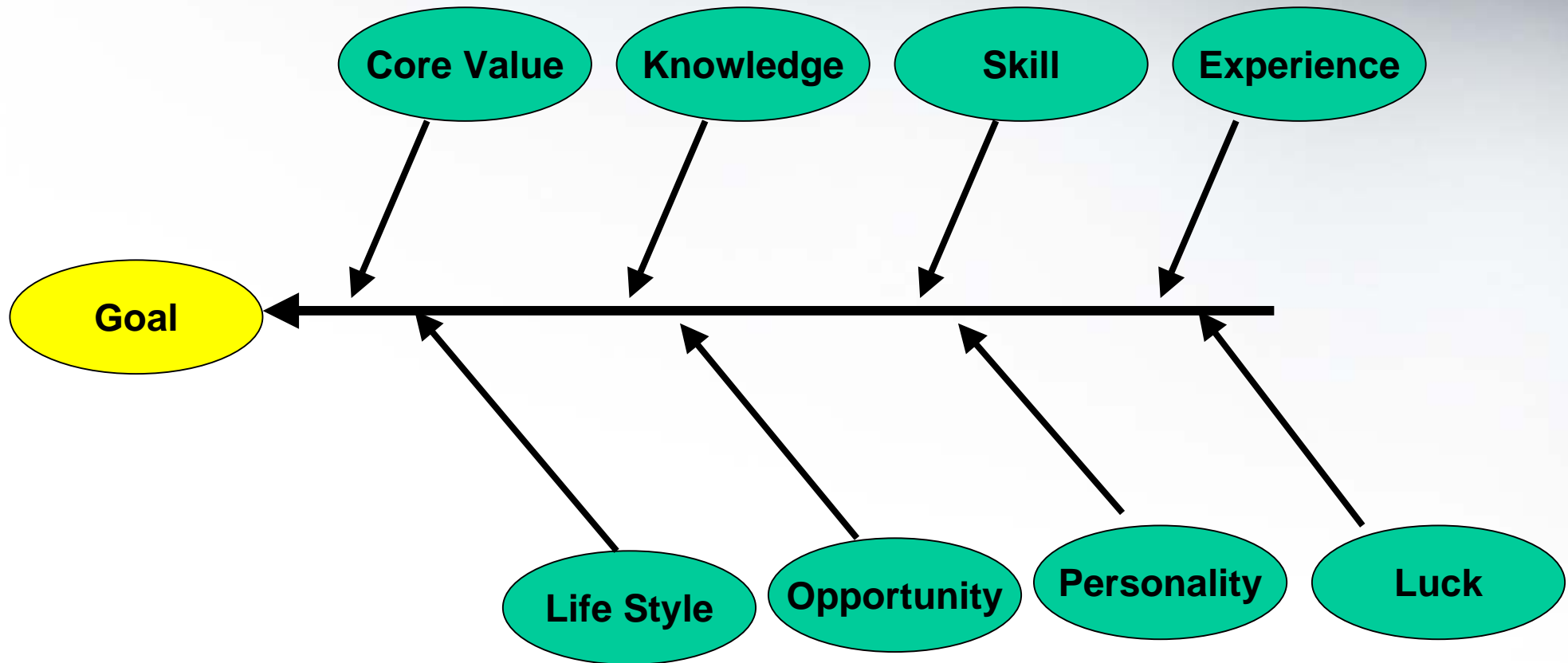
Basic Concept





**“I spent years on the Road To Success,  
but I was driving in the wrong direction.”**

# Assess Your Goal Setting



# What is Your Goal, Core Value?



- Get personal wealth
- Accomplish technical ideas
- Become famous
- Fulfill personal dream
- Personal relationship with family and friends

# What is Your Lifestyle?



- Family and friends
- Relax: music, reading, sports
- Travel
- Workaholic
- City and country

# What are Your Capabilities: Knowledge and Skills?



- Unique product knowledge
- Science and technology
- Sales and marketing
- Financial management
- Operation flow, efficiency
- Sports, music, etc
- Socializing to people
- “Guan Xi”

# What is Your Personality?



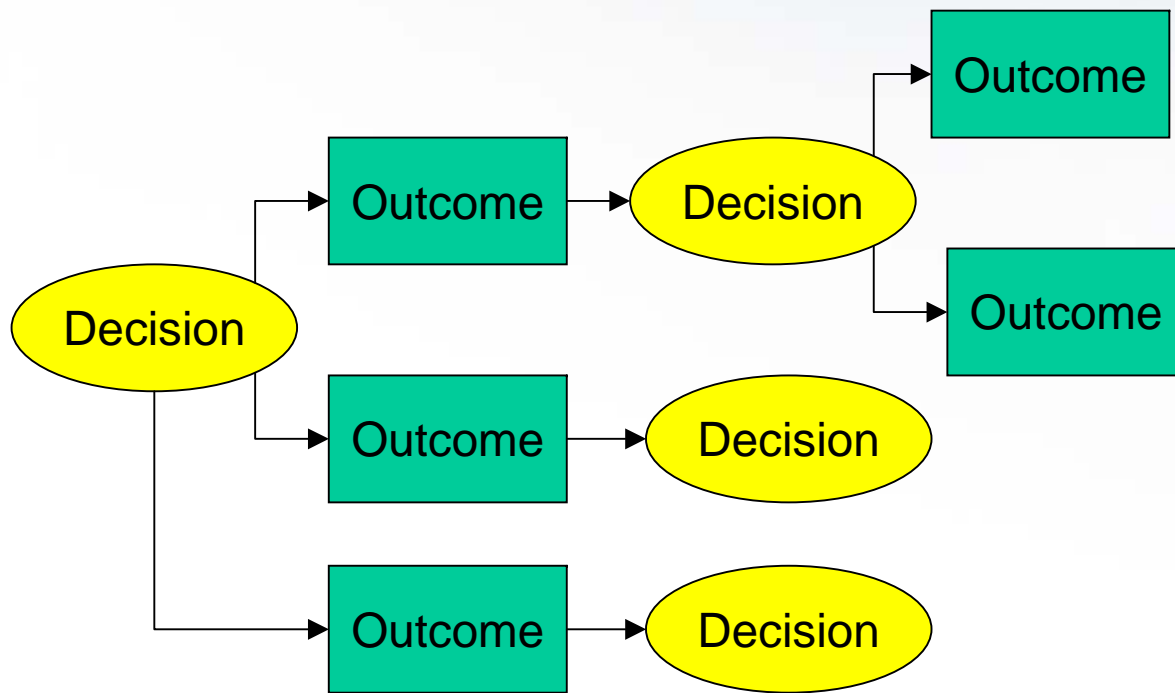
- Introvert or Extrovert
- Leadership style
- Learning style
- Problem solving style
- Preferred working environment
- Risk taking

# What is your past experience?



- Critical incidents
  - Successes
  - Failures

# Decision Tree



Outcome forecast  
Probability  
Cost  
Value

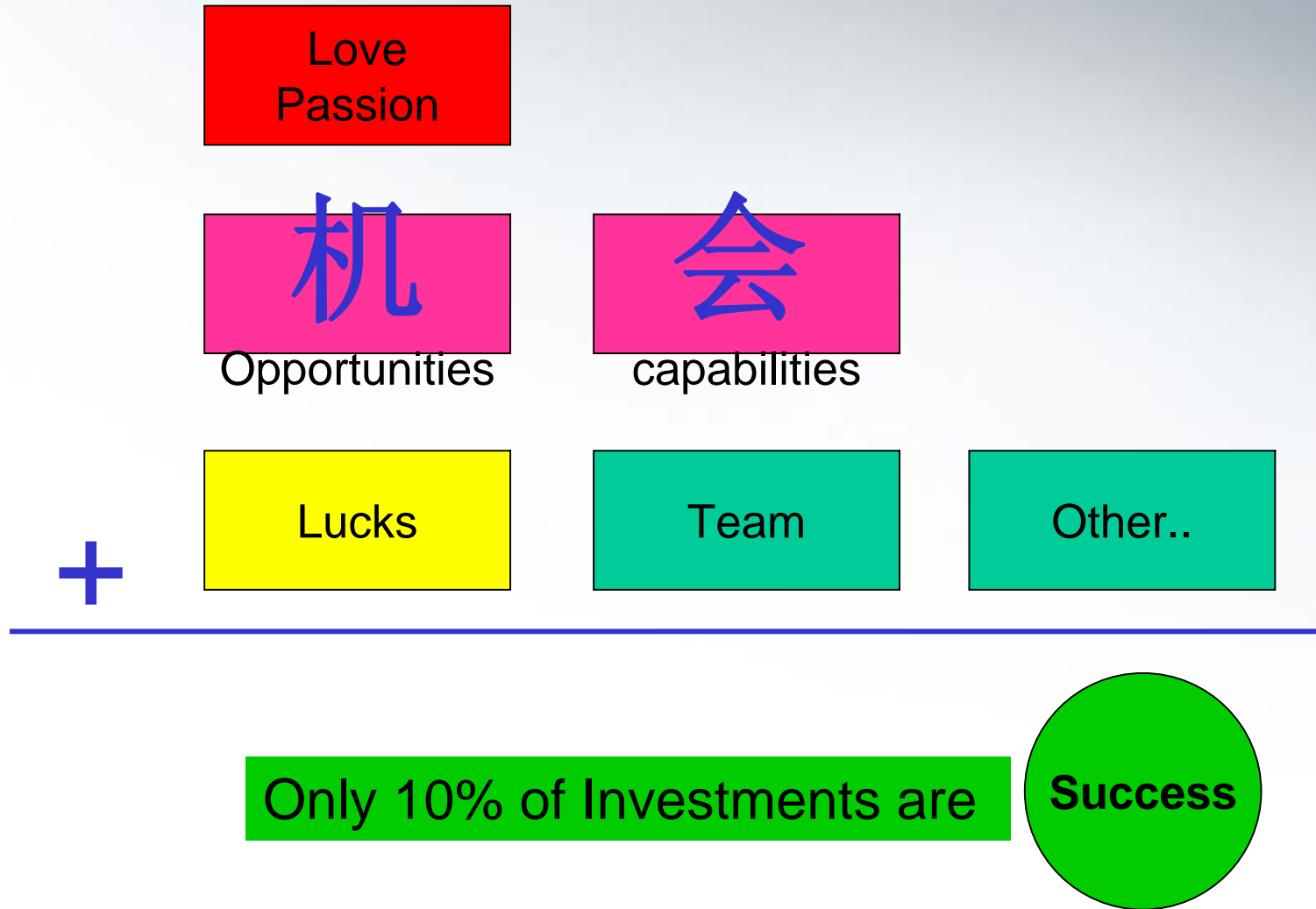
# Priority Management



- We are all busy. The important is how do you prioritize the tasks.
- Put 80% effort on “Important” issues.
- Don’t waste too much time on “Urgent and Important” issues.

<b>Urgent, Important</b>	<b>Important</b>
<b>Urgent</b>	<b>Un-urgent, Un-important</b>

# Success Factors



# Alternatives Comparison

March 2002



	Operational Function at large corporation	Own a smaller business	Technical Specialist at a VC firm	Status Quo
Balance	5	1	1	5
Skills	5	4	4	3
Challenge	3	5	4	1
Ownership	1	5	1	2
Recognition	2	5	3	1
Rewards	2	5	3	1
Risks	-1	-5	-3	0
Total	17	20	13	13

(-5 to +5, most negative to most positive)

# Develop Career Path in Canada



# Unemployment Rate: July 2005



<b>Canada</b>	<b>6.7%</b>
Newfoundland and Labrador	13.9%
Prince Edward Island	11.9%
Nova Scotia	8.6%
New Brunswick	9.7%
Quebec	8.0%
<b>Ontario</b>	<b>6.7%</b>
Manitoba	4.8%
Saskatchewan	4.8%
Alberta	3.8%
British Columbia	5.8%

# Case by Case: Doctoral Program



- 23% Canadian doctoral graduates were foreign students.
- 40% reported will remain in Canada
- 6 of 10 reported earning at least \$55K. 12% below \$35K.
- 75% graduates from engineering and physical science would be earning \$55K or over.

# Where to Start?



- Get into the game first! Forget the pay level for now.
- Put salary into prospective: Hire you as overpaid, soon you will be underpaid!
- 80% jobs are introduced by friends or people they know
- Head hunter: senior level, professional position
- Internet, newspaper, etc
- CV or Resume?
  - Short summary plus detail follow up
  - Give employee option to have more information

# Job Interview



- What does the employer need?
- What can you offer?
- What is your strength and weakness?
- Understand interview process and keep your confidence.
  
- Thanks for the interview. I'd like to have this job!

# Tired your Job Now?



- There's no job security here.
- I don't trust management.
- There's too much work to do.
- The pay is too low.
- Communication is poor.
- I don't have enough balance in my life.
- I feel under-appreciated.

# New Immigrants



- I feel under-appreciated
  - Then what will be your value? How can your boss justify that?
- They don't listen to me
  - I am wondering why?
- I told them so
  - Where were you before things went wrong?
- My English is poor
  - It is sure. What can you do?

# Understand Human Nature: Everybody Likes Control



- People will not be upset by taking risks, they will be upset by losing control
  - People like to drive fast, risky sports
  - People don't like speed limits
- Every circumstance is different
  - Control
  - Influence
  - Smile

# Credibility Will Help You to Control



- Rank: hierarchical power
- Goodwill: personal relationship or “ track record”; trustworthiness
- Expertise: knowledge competence
- Image: attractiveness
- Common ground: common values, ideas, problems, or needs

# Manage Your Bosses



- Successful managers develop relationships with everyone they depend on - Including the Boss
- Bosses can
  - link you to the rest of the organization
  - help you set priorities, and
  - secure the resources you need

# Learn to Say “NO”



- Learn to say “No.”
  - It is pure control issue.
  - The worse thing you can do is to say “YES”, but the outcome is “NO”.
- Do Not just say “No”.
  - Explain the reasons.
  - Provide your approach to solve the issue.
  - Promise you will work harder than ever.

# Communication



- Communicate one on one
  - Make an individual appointment
  - Have a lunch meeting
- It is same important to show the progress as the good results
  - Good impression need repeat stimulation
  - Control subjects to the progress, not the result

# Visibility



- Create an alliance with your peers
  - Make your points spread
  - Look for support
- Improve your visibility
  - Communicate with bigger group
  - You don't need to speak a lot

# Working Experience



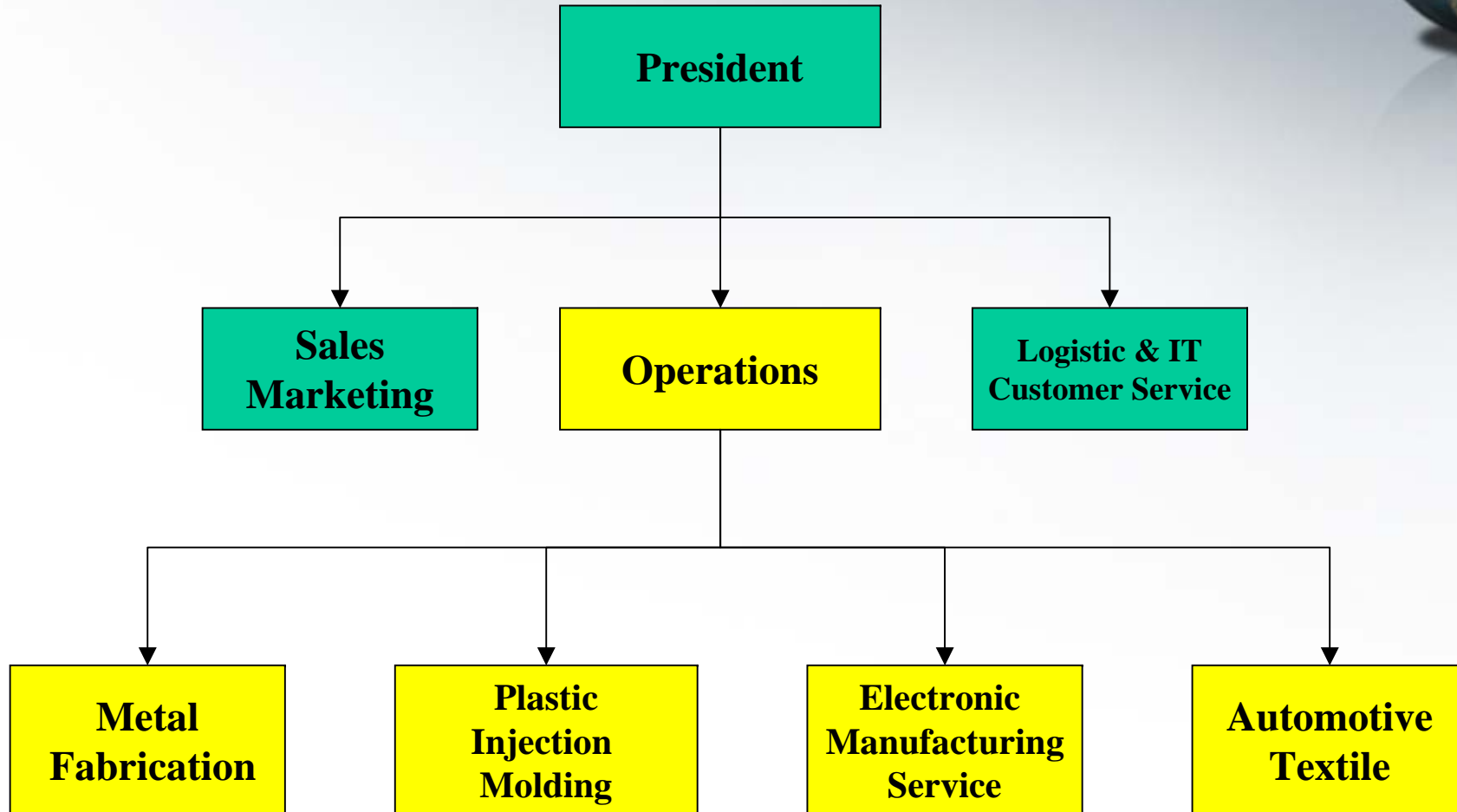
- General Manager. CSI (China), 03
- VP, Operations. Agile Systems, 02.
- EMBA. Ivey, 02
- VP, Manufacturing. Agile Systems, 98.
- Production Manager. Agile Systems, 96.
- Senior Manufacturing Engineer. Electrohome, 94.
- Production Manager. SRE Controls, 93.
- Test Engineering. SRE Controls, 92.
- Test Technician. SRE Controls, 91.
- Operator. SRE Controls, 91.
- Teacher Assistant. Rockway Mennonite Collegiate, 90
- Assistant to General Manager. CCSE. 87
- Volunteer Teacher. Qin Shen Middle School, Si Chuan. 86
- BA. Electrical Engineering. 84

# Pan, Gang



- Founder and President of GOI
  - Provides outsourcing service to small-mid size company
- Founder and President of Global Carbide Inc.
  - Supplies machine tools to automotive part providers
- Founder and COO of TriStar
  - Supplies small tools to retail stores

# GOI: Your Global Advantage



# Career Opportunities in China

Made in China!

Made for China?





- 据《北京青年报》报道：世界HR实验室经过近期对随机抽取的1500多个“海归”样本进行统计的结果显示，
  - 有35%以上的海归存在就业困难，
  - 同时40%海归感觉自己的职业方向出错,他们不知道自己适合从事什么职业，
  - 年薪究竟应该是多少。



- 上海找不到职业的“海归”人员已达**7000人**
- 自1978年至2003年底，我国出国留学人员总数达**70.02万人**，留学回国人员达**17.28万人**
- 现在上海人才市场上，找一个各方面特别出色的大学生，**报酬为3500—4000**。而一个才能平平的“海归”，**薪酬 7000~8000**。
- 上海的海归实际平均工资为**5000左右**。而大量海归薪酬的心理价位往往要到**8000—10000**

# Experience: Work in China



- China is an unique and competitive market
  - To steal and to be stolen
- Finding right people is a major issue
  - Workforce is different on different regions and turn over rate is high
- Teamwork is a everyday challenge
  - People confused on company assets or personal assets
  - People is lack of understanding of responsibilities, authorities and respects
- Quality mentality is not there
- Supply chain is unreliable

# Experience: Living In China



- The biggest challenge is lack of a normal life
  - Live far away from family
  - Miss true friendship
  - Give, not share the skill and knowledge
- You are the King financially. You belong to a special class

# Employment Opportunities



- Many employment opportunities
  - More and more foreign companies invested in China
- Many foreign companies have problem in China
  - Lack of cultural background
  - High expectation on the investment returns
  - Lack of trust to local people

# Sectors are Different



- Manufacturing has clear advantages
  - Cloth, fabricate
  - Automotive
- High tech is foggy
  - Huge group capable researchers
  - Limited investment in few areas
  - Lack of capital in the commercialization process
- Software industry has a strong competitor from India

# Are You Made for China?



- “Hai Gui” or “Hai Dai” is a nature phenomenon
  - It happened in Japan, Korea, Taiwan, Hong Kong
  - It just another wave after the Culture Revolution
- It is opportunistic moment, not a absolute success condition
- Even you are made in China. You may be not made for China.

# Your Choices. Your Decisions.



- Are you ready?
- Is your family ready?
- Is your team ready?
- When do you start?
- When do you stop?
- Do you come back?
- Can you come back?

## You May Be Lucky!



## You May Be Not!



# 机会

## Your Choice. Your Decision.



**Goal:** What is your personal goals?

**Core Value:** What is valuable to you?

**Lifestyle:** Which lifestyle have you chosen?

**Knowledge:** What do you know?

**Skill:** What can you do?

**Personality**

**Experience:** What have you done?

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