

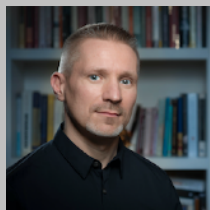
DRAGON SUIT COACHING

“Gabor’s methods are practical and engaging, focusing on tangible results in a complex organisational setting.”

*Oemer Akyazici, CEO,
Schuler Group
China & South-East Asia*



Your coach



Gabor Holch is an intercultural leadership consultant, coach, author and speaker who has served 100+ clients in 30+ countries. An expat since age 4, China-based since 2002 and working globally, Gabor is a Certified Management Consultant (CMC) in English and Mandarin, certified at the management academies of half a dozen global corporations and licensed in major assessment tools including DISC, the Predictive Index, NeuroColor and MBTI.

Dragon Suit by Gabor Holch, a book based on extensive interviews with China-based senior executives at major multinational firms, was published by Business Expert Press (New York) in August 2023. See more at: <http://www.dragonsuit.info/>

Dragon Suit coaching: Working in China or with China

As a lucrative market for multinational firms with global outreach, China is opening, closing and changing at the same time. Such contradictions suit China's ancient philosophies and modern political principles, but often confuse foreign executives who negotiate, invest, make deals and lead businesses in China or with Chinese business partners anywhere in the world.

Dragon Suit Coaching is a flexible executive coaching programme for senior foreign managers and executives based in China or leading businesses with a high exposure to China. At the programme's core are strategic lessons and practical methods that intercultural leadership consultant & coach Gabor Holch drew from interviewing China-based multinational executives for 3 years.

20 years of experience coaching, consulting & training multinationals in China and Asia since Gabor arrived in China in 2002 supports Dragon Suit coaching.

What will you take away from Dragon Suit coaching?

Delivery:

Dragon Suit coaching participants choose the format of delivery based on the complexity of their skills development area, available time and resources. See the flip-side of this leaflet for details on the three available formats: Speed Coaching (2 hours), Next-Level Coaching (5 hours) and Full Executive Coaching (10-20 hours)

Progress:

Following the time-tested executive coaching method used by Gabor Holch and his team at [Campanile Management Consulting](http://campanileconsulting.com), coaching progresses from a clear focus on necessary changes through key skills to new, productive habits.

- ✓ **Assessment:** Compatibility with local & professional cultures in China
- ✓ **Awareness:** Identifying key intercultural, expat & leadership challenges
- ✓ **Skills:** China-specific methods for personal effectiveness & leading others
- ✓ **Habits:** Application, feedback & improvement at daily leadership work

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DRAGON SUIT COACHING



This is not our first time:



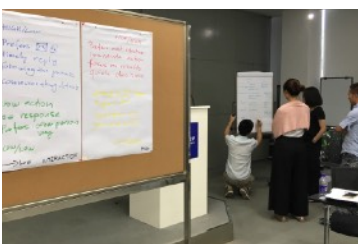
Campanile founder Gabor Holch's keynote on China expat managers in Tallinn, Estonia



Intercultural leadership workshop for a French firm's global managers in Seoul, South Korea



Asia-Pacific managers of an Italian firm discuss cultural profiles in Shanghai, China



European and Chinese managers hard at work at a German automotive client, Shanghai, China

Available coaching formats

Speed Coaching: Assessment + 2 coaching hours

Short, intensive and specific. Choose an issue of top concern and let's discuss it over two 1-hour focused intercultural leadership coaching sessions supported by cutting-edge assessment. Speed Coaching is done online or in person if we are in nearby locations, and includes:

- ✓ **Global DISC** intercultural assessment & comparison with chosen cultures
- ✓ **2 x one-hour** carefully structured coaching sessions
- ✓ **Written suggestions** at the end for further improvement

Next Level Coaching: Assessment + 5 coaching hours

Deeper immersion in the topic that matters to you with structured discussions about **awareness** (1 hour), core **skills** (1 hour) and new long-term **habits** (3 hours). Next-Level Coaching is done online or in person if we are in nearby locations, and includes:

- ✓ **Global DISC** intercultural assessment & comparison with chosen cultures
- ✓ **5 x one-hour** carefully structured coaching sessions
- ✓ **Written suggestions** at the end for further improvement

Full Executive Coaching: Assessment + 10-20 coaching hours

The usual format for senior executives coached on complex strategic and leadership issues. 10-20 hours allow 2-3 hours to explore **awareness** on current unwanted habits and challenges, 2-3 on essential **skills** and 5-10 sessions on consolidating long-term **habits**. Additionally, this format involves colleagues, superiors, customers or other stakeholders chosen by the participant. Executive Coaching is done online or in person if we are in nearby locations, and includes:

- ✓ **Global DISC** intercultural assessment for the participant + two stakeholders
- ✓ **10-20 x 60-90-minute** carefully structured coaching sessions
- ✓ **Initial, half-way & final reviews** with superiors or HR
- ✓ **Written suggestions** at the end for further improvement

A few recent clients

AB InBev | Aramark | BIC | BorgWarner | Covestro | Danieli | DSM | Ecco | Ericsson | Ferrero | Jabra | Johnson & Johnson | KUKA | NIO | Nissan | Peugeot-Citroën | Porsche | Scania | Schuler | ThyssenKrupp TK | Voith |



Participants of **Dragon Suit** coaching receive their personally signed copies of the book, just published in August 2023.

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