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# GATEWAY

DEVELOPING TALENTS · CREATING VALUE

[WWW.GATEWAYCONSULTING.CN](http://WWW.GATEWAYCONSULTING.CN)



# CONTENTS

01

About  
GATEWAY



02

Talent  
Consulting



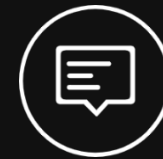
03

LMO  
Service



04

Leadership  
Development



05

Added  
Value



# CONTENTS

01

About  
GATEWAY



02

Talent  
Consulting



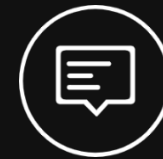
03

LMO  
Service



04

Leadership  
Development



05

Added  
Value



# About GATEWAY

## Mission

### Powering talents to create an extraordinary world

GATEWAY is one of the leading brands of CONNECTUS group from Singapore founded in 2013 with more than 450 employees mainly based in China but also covered other cities in APAC. We focus on leadership solution and management consulting and offer a broad range of services to help our clients improve and enhance their performance based on objectives both for their organization and people.

Driven by our mission, we dedicate ourselves to helping so many global companies of top 500 worldwide and also various well-known local clients to solve their management problems and challenges on current organization situations and further talent development expectations. We promise that we are committed to our offering and delivery based on professional consultancy from the beginning to the future during our collaboration.

**TALENT 企业人才发展 DEVELOPMENT**

为企业提供全流程的人才发展解决方案，通过线下培训、工作坊、线上测评和培训行动学习、教练等多种方式，提升人才能力和促进行为变化

We provide talent development solutions through offline training, workshops, online assessment, action learning, coaching and other training methods to improve talent capability.

**GATEWAY**

**EXECUTIVE 高端猎头服务 SEARCH**

深入中高端人才市场，提供人才招聘专业解决方案，成为企业人力资源招聘的长期合作伙伴

As long-term business partners of customers, we provide professional executive search services in the mid to senior talent space.

**CONNECTUS**

**FLEXIBLE 灵活用工 STAFFING**

优化灵活用工服务，实现弹性用工闭环打破单一雇佣形式，完善复合型企业用工模式

Breaking the single employment model, we provide flexible staffing services to optimize the employment model of enterprises.

**CONNECTUS STAFFING**

**LEARNING MANAGEMENT 学习管理外包 OUTSOURCING**

我们的学习管理外包服务可以为企业提供全流程端到端的培训管理支持，包含培训行政管理，供应商管理，培训需求调研和资源的高效匹配，帮助客户有效节省内外管理成本，实现培训流程的最大化管理效用

We provide end-to-end learning management outsourcing services including administration, vendor management, consultancy, delivery and efficient resource allocation, helping customers save time managing various suppliers.

**GATEWAY**  
LEARNING MANAGEMENT · OUTSOURCING

**CAREER 职前规划 ADVISORY**

为留学生提供专业职业规划，系统培训，并推荐优质工作机会，迈好职场第一步

We provide professional career planning, interview and soft skills training and recommend good job opportunities to international students, giving them a headstart in their career.

**HEAD START**

**EXPERT 专家网 NETWORK**

在initial，我们与客户携手，洞见未来趋势，引领行业潮流。以“客户与行业专家零距离”为服务理念，旨在以多年的行业经验及独到的视角为客户提供最契合要求的信息解决方案，协助客户在最短时间内做出在华投资和经营战略的精准决策。

At Initial, we are the first to see the future. "Zero distance between customers and industry experts" is our service concept. We help customers make faster and better investment and business decisions by providing them with valuable market insights.

**iNITIAL**

# Awards

2023 Shanghai Human Resources Services “Bo Le” Award 【Shanghai Government】

2023 Ten year Craftsmanship Recruitment Service Agency 【RECC】

2023 Extraordinary Hunter 【Liepin】

2023 Best Potential Award 【smart HR】

2023 Top 100 Human Resources Service Organization 【TopHR】

2022 Best Comprehensive Hunting Enterprise 【Gllue】

2022 Best Hunter for Automotive Industry 【Gllue】

2022 China's Leading HR Consulting Brand 【TopHR】

2022 East China Best Employer Award 【Maimai】

2022 Win-win Cooperation 【smart HR】

2022 Best Business Partner 【TTI SI】

2022 Best Executive Search Agency – Automotive 【RECC】

2022 NewFlag Awards- Best Solution Award 【HRflag】

2022 Excellent Training Supplier 【SCANFIL】

2022 Best Leadership Solution Supplier 【Goodbaby】

2022 Top 10 Executive Search Companies in Asia 【Asia Business Outlook】

2022 Silver - Best Mid Management Executive Search Firm 【VOTY】

2022 Silver - Best New Executive Search Firm 【VOTY】

2022 Bronze - Best Recruitment Portal 【VOTY】

2022 Bronze - Local Hero in 2022 【VOTY】

# Company Message



**Alex Seah**

**CEO, CONNECTUS GROUP**

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In the rapidly changing era, technology evolves at an unprecedented pace. With years in HR industry, I've seen the impact of societal shifts, realizing that as tech advances swiftly, talent development is crucial. Initially, our focus was on helping clients find top talents via CONNECTUS for rapid individual growth. Later, I realized it wasn't enough. After a stint in a new company, similar challenges might arise. This led to the idea of a comprehensive talent life cycle ecosystem. CONNECTUS Group created GATEWAY for talent development, launched HeadStart for international student careers, CONNECTUS Staffing for flexible employment, and Initial for expert consultancy. Diversified services have gained client and talent recognition, inspiring us to help talents excel in a changing era, aiming to powering talents to create an extraordinary world.

# Company Message



**Chris Wan**

**Managing Partner, GATEWAY**

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With over a decade in talent development consulting, I've supported clients with various talent development projects. Due to rapid changes in the business environment, growing companies realize that "people" are the most important asset to navigate through market fluctuations. Therefore, enabling the effective development of core talents and facilitating the resolution of complex business challenges have become some of the top concerns for many business operators. Since the inception of GATEWAY, we have been committed to empowering core enterprise talents to help solve complex business problems. Our customized solutions in talent management consulting, learning management outsourcing, and leadership development have successfully resolved complex issues for hundreds of companies. Moving forward, we'll keep innovating in this sector to enhance the value of people, the vital assets of enterprises, amidst ongoing technological evolution.

# GATEWAY Core Business

## Organizational and Talent Development

### Diversified Customized Management Consulting

GATEWAY assists enterprise clients in aligning business strategies with innovative talent management strategies. Across the entire lifecycle of organizational and talent development, GATEWAY delivers diverse and customized services. We support businesses in boosting talents' motivation and fostering joint development with them at key moments. With a people-centric approach, GATEWAY empowers human capital, release talent potential, and aims to win the future. This commitment propels GATEWAY's continuous advancement.



- 1. Talent Management Consulting**  
 Comprehensive Talent Management Consulting  
 Supporting Enterprise Business Development
- 2. Learning Management Outsourcing**  
 "End-to-End One-Stop Learning Management  
 Outsourcing Service Partner
- 3. Leadership Development Solutions**  
 Practical Leadership Development Solutions to  
 Enhance Professional Managers' Leadership Skill



# GATEWAY Core Lecturers



**Dr. Elaine Huang**

**黄蕾**

20+years of local and global experience in human resources including talent selection, organization development, leadership development and talent management. Specialized in building and implementing HR systems, including a series of talent management systems from employee recruitment, training, leadership development, assessment, motivation, talent inventory and retention.



**Stephane Reinink**

**施文瑞**

Fluent Mandarin speaker in China since 2004, held senior management positions at Fortune 500 global companies.. Consultant, trainer & public speaker on behavioral science backed innovation, business transformation and organizational change. Digital transformation & business agility certified trainer. Certified business simulation game facilitator.



**Toby Li**

**李迅吉**

25+years of senior management experience in multinational corporations, including 16 years of strategy and operations, complex project consulting + IT/training experience. Specialized in business model design and innovation, strategy alignment and goal decomposition, innovation management and execution, B2B Insight Selling, strategic sourcing/supply chain management, agile project management, enterprise change management implementation topics.



**Gus Gan**

**甘再明**

Over 20 years of experience in the training industry with extensive experience in fields such as training management, talent development, leadership development, team building and change management He is adept at designing and implementing projects such as organization diagnosis, learning and developing system building, leadership development, team synergy, performance improvement etc.



**Junhao Cai**

**蔡军浩**

Nearly 30 years of experience in corporate management practice and consulting training; he has served as VP of different functions at Fortune 500 companies; focus on corporate strategy decoding, business model innovation, organizational diagnosis and leadership development projects, helping enterprises to enhance the vitality of internal change, promote business innovation, and solve the practical problems in business transformation.



**Denny Dai**

**戴民**

20+ years of executive experience in IT industry, served in famous companies such as HP and Microsoft. He is an expert in organization construction, development and management, and a senior lecturer in leadership development and sales programs. He has successful experience and mature theoretical system on how to build and manage sales-oriented organizations, make them develop continuously.

# GATEWAY Core Lecturers



**Zuo Da**  
**大左**

20 years Fortune 500 foreign company, local company and overseas working experience, He has rich practical experience in business management, team building and leadership. He specializes in topics such as Manager Growth Engine, Situational Leader, Team Leadership, Coaching Leadership, Driving Team Performance and Vision, Strategic Goal Dismantling and Consensus Execution.



**Zhou Li**  
**李洲**

20 years of management experience and 10 years of training experience, he has held senior management positions in different Fortune 500 companies, possesses diversified perspectives and in-depth insights and innovations. He proposed the concept of "Third Generation Management Paradigm" for the first time in the field of leadership, he is the CEO and executive coach of many famous enterprises, New Third Board listed companies and startups.



**David Xu**  
**徐德伟**

With 20 years of experience in senior HR management in multinational corporations, he has served as HRVP, LD in charge of many Fortune 500 companies, focusing on multi-dimensional learning and development topics such as leadership development, talent assessment and analysis, team empowerment, coaching leadership, etc., he is also an official certified instructor of many famous copyrighted courses.



**Christine Ping**  
**平祝帆**

20 years of professional experience in the field of human resources in the world's top 500 manufacturing and pharmaceutical companies, is a senior expert in the field of talent development, organizational capacity building, leadership enhancement and team coaching programs. She has many years of experience in project design and implementation in the field of training, has been certified to teach several well-known copyrighted courses at home and abroad.



**Liang Yu**  
**俞亮**

15 years of teaching experience in talent development training, committed to DISC + communication, DISC + leadership research, the first trainer in China to complete the certification of the five DISC assessment system, can provide assessment and report interpretation services, help individuals to improve personality, cultivate emotional intelligence, development of leadership, help organizations to select talent, manage the team, improve performance.



**Freda Yan**  
**鄢茹郡**

With nearly 20 years of experience in human resource management and organizational development in Fortune 500 multinational companies, she has solid methodological skills, rich practical experience, and keen insight into innovation in the field of systematic innovation thinking. She has a unique perspective and rich practical experience in innovation talent system construction, innovation thinking and ability cultivation, and innovation results incubation.

# CONTENTS

01

About  
GATEWAY



02

Talent  
Consulting



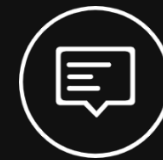
03

LMO  
Service



04

Leadership  
Development



05

Added  
Value



# Talent Consulting Service Modules

## Talent Exit Management

- Outplacement Strategy
- Compensation and Compliance Model Design
  - Transition Coaching/Career Coaching
  - Job Recommendation

## Succession Planning & Career Pathing

- Career Path Planning
- Succession Plan Management
- Rotation Management

## Driving Engagement & Retention

- Diversity & Inclusion Management
- Actively matching top talent to critical roles
  - Retention Strategy



## Talent Attraction & Acquisition

- Define the Employer Value Proposition
- Sourcing & Recruitment
- Talent Selection
- Onboarding Management

## Employee Performance Management

- Talent Assessment & Evaluation
- Talent Reviews & Analytics
- Improving Management & Leadership
- Mentoring & Coaching Mechanism

## Learning & Development

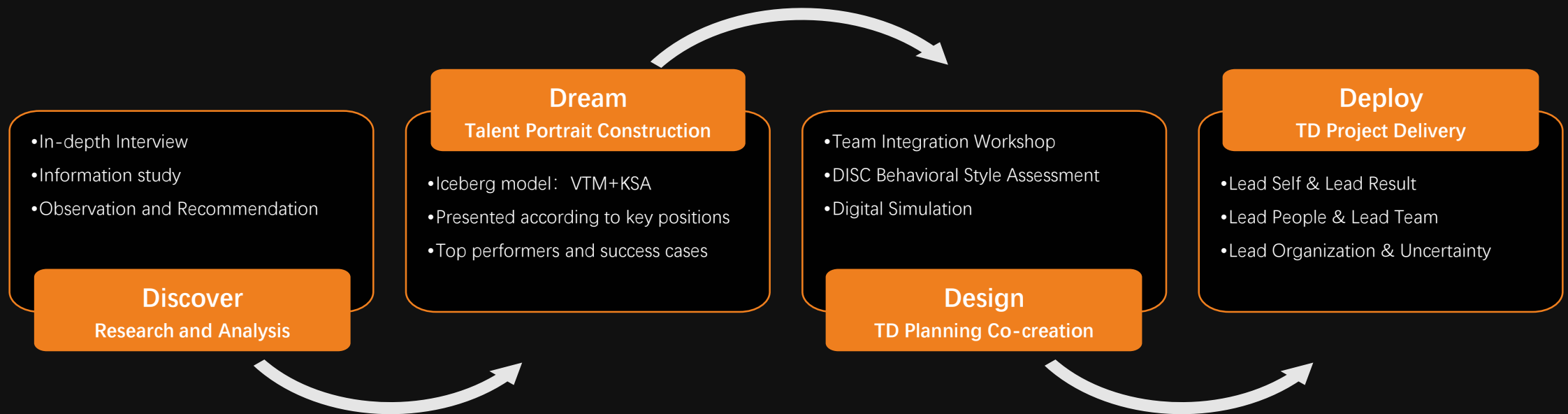
- L&D Strategy according to organizational goals
- Learning & Development Program Design
- L&D Plan Implementation
- Operation & Vendor Management & Delivery
- Learning Outcomes & Documentary Management

# Talent Consulting **Service Process**



# Cases Sharing: Key Talent Portrait Construction

Company A clearly understands the importance of talent to the company, but the senior management team lacks experience in corporate management and scientific talent management logic, and the team management is full of randomness with low retention rate. The core problem is the lack of a consistent set of talent criteria to serve as a guidebook for selection, development and retention. Based on *Discover-Dream-Design-Deploy* 4D inquiry model, GATEWAY helps company A clarify the talent profile of key positions, and gradually develop the basic portrait based on the Iceberg model, which includes both VTM and KSA. A series of team integration workshops establish and promote an open and trusting team atmosphere, and GATEWAY will deliver a series of training programs for all management levels to continuously accompany the company and empower management talent.



# Cases Sharing: Agile Core Talent Profiling for Organization

A leading equipment distributor MNC is prioritizing talent development to expand its influence in the Asia-Pacific region. However, internal stakeholders lack a unified understanding of core talent criteria. To address this, **the company engaged GATEWAY for consultancy**, leveraging their agile talent profiling to establish a consensus on talent standards. In the first phase, **GATEWAY identified key positions through interviews with top management and HR**. The second phase involved **refining these insights and forming talent portraits by analyzing organizational materials and conducting workshops to co-create key competencies**. Finally, in the third phase, **GATEWAY consolidated these efforts, compared them against their talent database, and finalized customized talent portraits for different job sequences**. This agile approach significantly **improved internal communication on talent selection, establishing a clear framework for talent management within the company**.

## PHASE 1



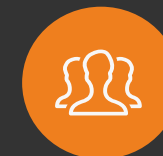
Focus on Core Positions  
BEI Interview

## PHASE 2



Building Talent Profiles  
Focus Workshops

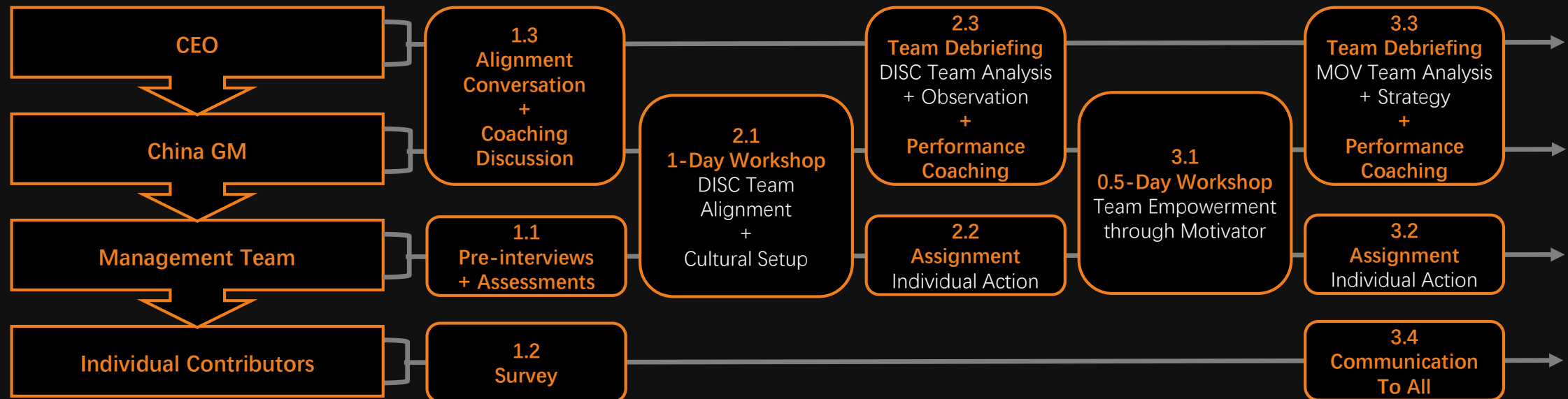
## PHASE 3



Internal Consensus  
Customized Talent Profiles

# Cases Sharing: Team Consensus & Corporate Culture Establishment

Company C has been recruiting and expanding its team in recent years, and corporate culture establishment has become a top priority. A large number of employees were struggling to communicate and integrate at work, there was a lack of consensus and friction between teams without standard leadership styles, unified talent standard and talent identification mechanism, GATEWAY designed a three-step program to help company C build a systematic talent identification and development planning system, including: targeted interviews and survey, talent assessment, Team Alignment & Cultural Setup workshop, Team Empowerment through Motivator workshop. During the 18 months of the project, GATEWAY went deeply collect detailed data and delivered a summary report and a full set of project documents at the end of the project, assessing each stage and providing following development recommendations, which helps company C to gradually clarify its talent profile through talent identification and building a positive corporate culture.





# Cases Sharing: Competency-based Recruitment Skills Enhancement

Company P sorted out a set of competency models in 2021 based on current strategy and culture, however, in the process of application, the company gradually found that the overall skills of recruitment and interviewing are weak, knowledge of talent competency model and insight is insufficient. There are problems with cross-departmental collaboration in talent acquisition. GATEWAY Competency-based Recruitment Skills Enhancement program consists of five online workshops, which follow the five steps of Alignment-Understanding-Application-Exploration-Integration. The program helps participants to analyze and align the existing competency model, grasp the core knowledge, framework and techniques of structured interviewing. Participants practiced these foundation knowledge through role-playing and case study, discussed how to explore the hidden traits of candidates, like motivation, passion and cultural fit, and they are able to integrate whole recruiting and interviewing process, and apply their knowledge into real work. In the next workshop.

Pre-Project				
<ul style="list-style-type: none"> <li>Challenges in the interview process</li> <li>Typical JD</li> <li>Current interview process</li> <li>Description of competence model</li> </ul>				
Talent Acquisition Skills Enhancement Based On Competence Model				
Alignment	Understanding	Application	Exploration	Integration
<ul style="list-style-type: none"> <li>The importance of the interview</li> <li>Definition of competencies</li> <li>Competency Model Alignment</li> </ul>	<ul style="list-style-type: none"> <li>Different assessment methods</li> <li>Structured interview</li> <li>Interview questioning techniques</li> </ul>	<ul style="list-style-type: none"> <li>Analysis and dismantling of JD</li> <li>What to ask and how to ask it</li> <li>Achieve interview purpose</li> </ul>	<ul style="list-style-type: none"> <li>Competencies in the VUCA era</li> <li>Four quadrants of competency</li> <li>Explore motivation, culture, acumen</li> </ul>	<ul style="list-style-type: none"> <li>Interviewer style &amp; performance</li> <li>Interviewer's duties and requirements</li> <li>Integrating a whole process</li> </ul>
Post-Project				
<ul style="list-style-type: none"> <li>Behavior change</li> <li>Continuous change</li> </ul>				

# CONTENTS

01

About  
GATEWAY



02

Talent  
Consulting



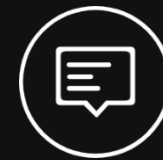
03

LMO  
Service



04

Leadership  
Development

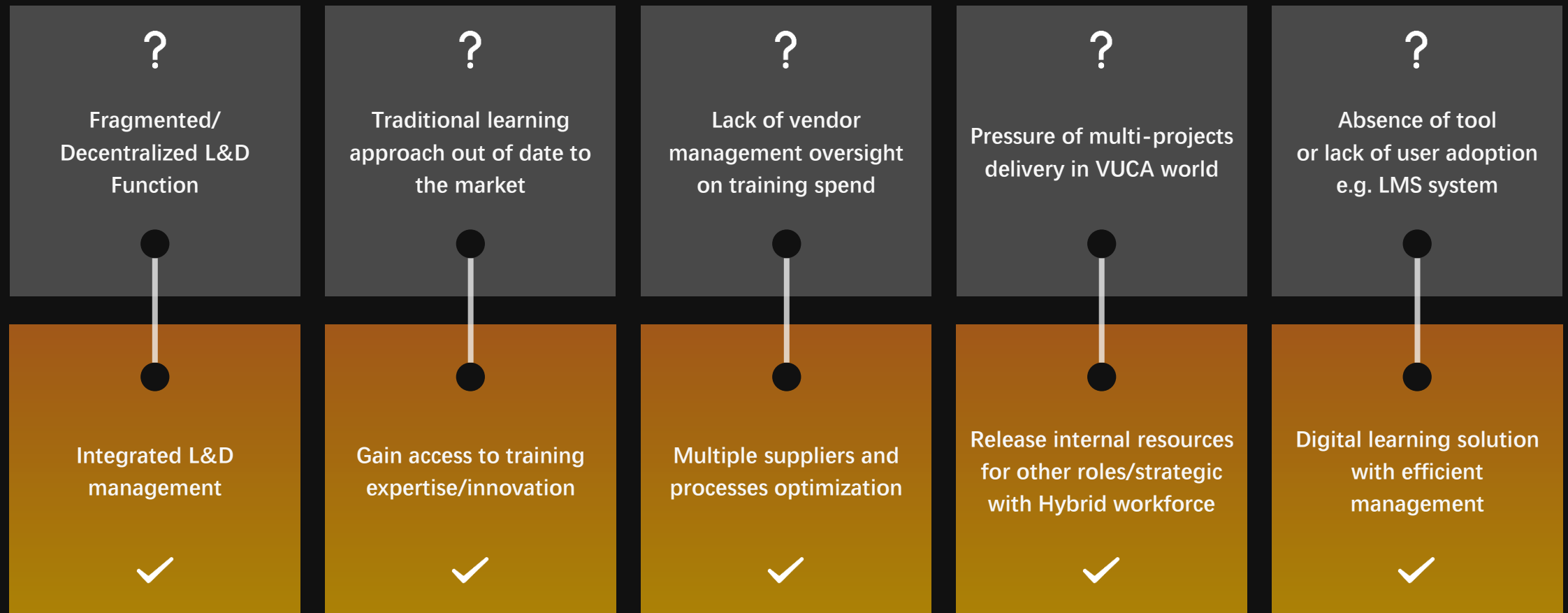


05

Added  
Value



# Business Problems and Initiatives in the Market



# Learning Management Outsourcing

Learning Management Outsourcing (LMO) is a kind of service from end to end of all Learning Services to be managed by Consulting Supplier including Learning Operation, Vendor Management, Delivery, etc. We dedicate to making ourselves as a virtual team of the clients and a reliable learning partner.



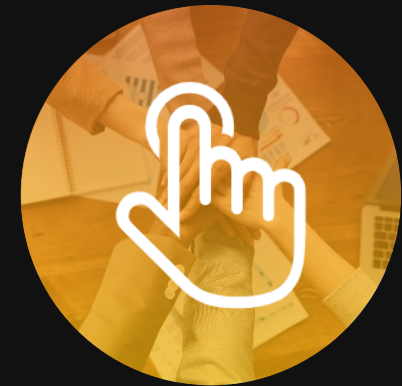
Speed and Reliability



Lower Cost



Risk Avoidance



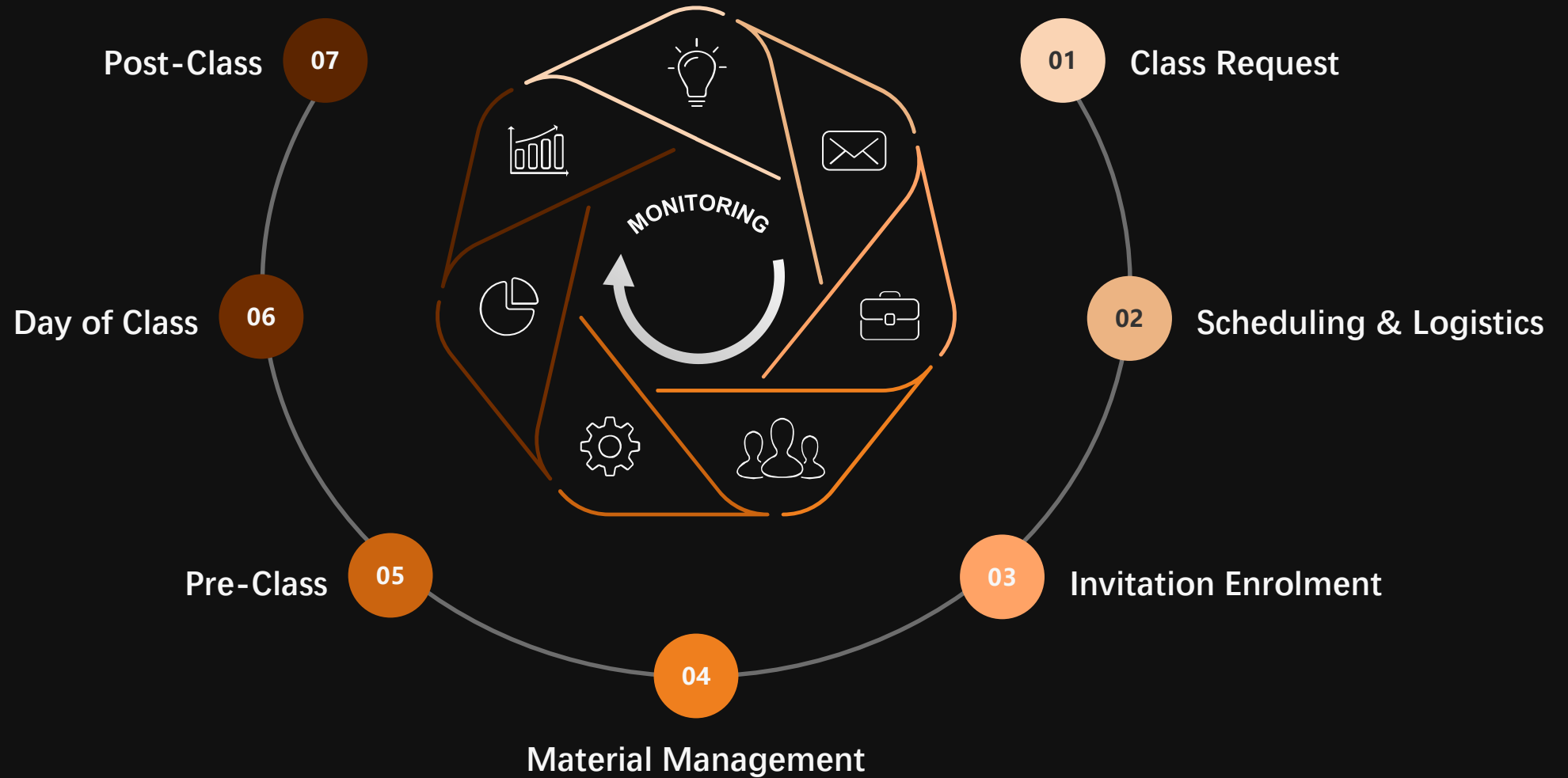
Best Practice



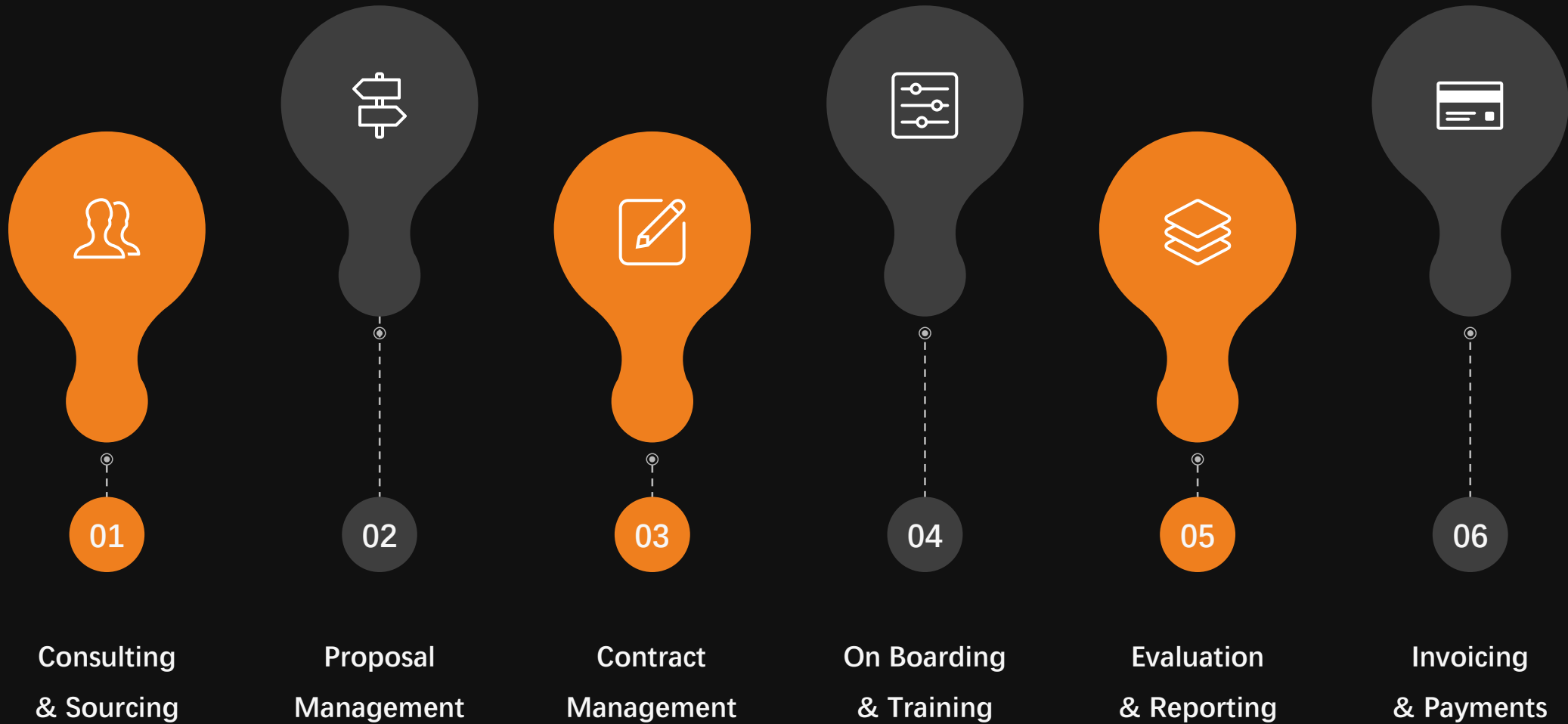
# Learning Management Outsourcing **Focus**



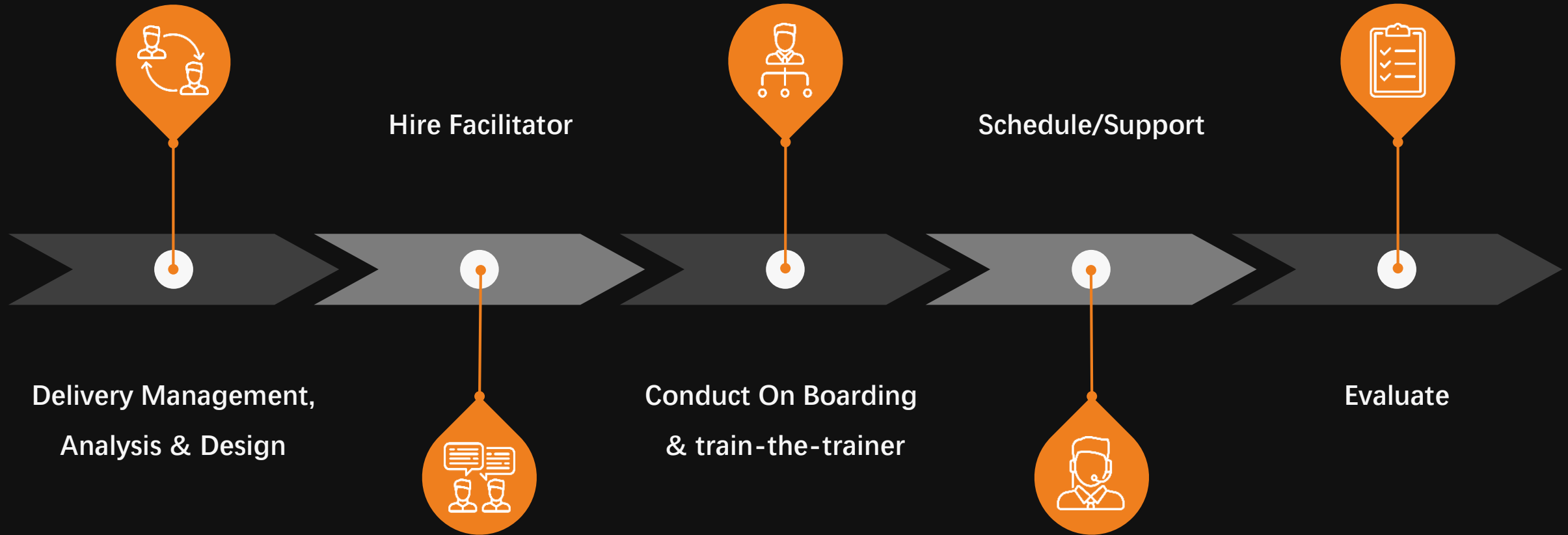
# Learning Administration Services



# End-to-end Vendor Management Solution



# Delivery Management





# Powerful LD/TD Digital Learning Platform Solutions

We can offer the digital learning platform solutions based on the real business outcomes through like DingDing, WeChat and others to run the learning echo systems in order to help our clients build a digital learning organization.



# Cases Sharing: Cost-effective optimization through LMO

A fast-growing film and TV company faced training management challenges, straining its HR department. Complex tasks and external vendor coordination added to the workload. GATEWAY Learning Management Outsourcing (LMO) stepped in, streamlining vendor management and course delivery. It integrated learning supply chains, expanded suppliers, and improved resource repositories. GATEWAY revamped delivery processes, enhancing efficiency and participant experience. Internally, it collaborated with HR for demand coordination and externally ensured compliant supplier cooperation. LMO reduced management costs, improved efficiency, and maintained a neutral stance, supporting company decisions and creating a positive service experience for employees.

<p><b>Learning Operation</b></p>	<ul style="list-style-type: none"> <li>• Training Coordination &amp; Logistics</li> <li>• LMS Administration</li> <li>• Project Management</li> <li>• Learner Support - Help Desk</li> <li>• SOP Design &amp; Optimization</li> </ul>	<p><b>Vendor Management</b></p>	<ul style="list-style-type: none"> <li>• Consulting &amp; Sourcing</li> <li>• Proposal &amp; Contract Management</li> <li>• On Boarding &amp; Training</li> <li>• Invoicing &amp; Payments</li> <li>• Evaluation &amp; Reporting</li> </ul>
<p><b>Delivery Management</b></p>	<ul style="list-style-type: none"> <li>• Delivery Localization</li> <li>• Faculty Recruitment &amp; Certification</li> <li>• GW Powerful Facilitator Pool</li> <li>• Performance Management</li> <li>• Highly Customized Solutions</li> </ul>	<p><b>Learning Technology</b></p>	<ul style="list-style-type: none"> <li>• LMS Solutions</li> <li>• Digital Learning</li> <li>• Gaming and micro learning</li> <li>• Blended Learning</li> <li>• Technology Support – Help Desk</li> </ul>

# CONTENTS

01

About  
GATEWAY



02

Talent  
Consulting



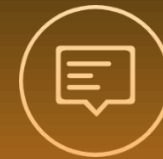
03

LMO  
Service



04

Leadership  
Development



05

Added  
Value



# GATEWAY Leadership Model: CONNECT POWER 连接力™



# GATEWAY Leadership Model **CONNECT POWER**™



## Lead Self

The self-influencing process by which an individual achieves better performance through necessary self-direction and self-motivation, which including mindset, awareness and self-management ability. Lead Self is the root of leadership, and greatly enhances a leader's personal credibility. In general, self-directedness is directly proportional to the level of the leader, and the stronger the mental model, self-awareness and self-management, the more likely the leader is to achieve high levels of success.



## Lead Results

The ability to achieve goals and results by doing the right things and doing things right, which including managing priorities, decision-making and problem analysis and resolution. This is an important dimension of a leader's ability to solve complex problems efficiently and is a key measure of a junior leader's ability to become a core manager. The best in this area are always able to identify the critical path of complex matters and achieve performance results through a variety of methods and tools.



## Lead People

The ability to inspire others to work and collaborate, to portray a vision and to gain followers, which including the ability to motivate, coach, gain trust, communicate and influence and empathize with others. Inspiration is an important dimension of a leader's ability to manage relationships with others, and good leaders always focus on the strengths of others and use them well to achieve goals and gain a high level of acceptance by inspiring internal motivation.



## Lead Organization

Complex stakeholder management and the ability to bring together different types of talents to achieve goals, including talent acquisition, selection, retention, development, conflict management, cross-department management and collaboration facilitation. The best in this area are able to coordinate effectively with supervisors, peers and other resources to achieve their goals through teamwork and achieve a win-win situation with their stakeholders.



## Lead Business

The ability to get business results by formulating the right strategy and continuously adjusting it to the actual situation while leading the team, which including the ability to strategic thinking, comprehensive decision making, strategy execution, financial awareness and risk management. Lead Business is an important dimension of an executive's ability to run a business well, and the best in this area can show the team the direction and coordinate a complex organization to form synergies.



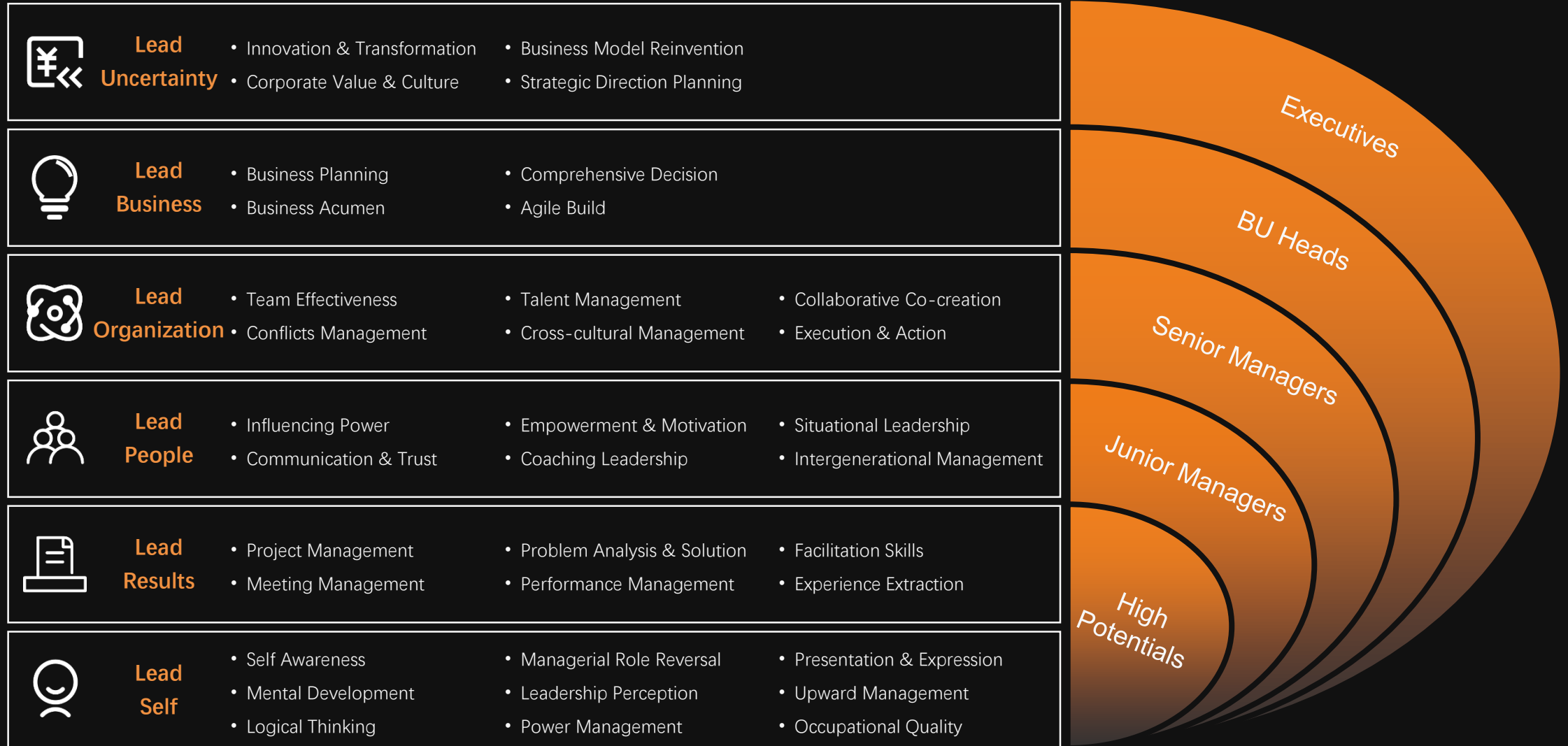
## Lead Uncertainty

Business and market insight, trend judgement, and the ability to lead internal organizational change encompass a deep understanding and awareness of change, farsighted market projection and competitor analysis. Harnessing the unknown is an important dimension to measure a leader's CEO potential. A master can lead today's group to give their all based on their analysis and judgement of the market in 3 to 5 years' time, thus winning the future for the organization.

# Leadership Development **Services Scope**



# Leadership Development Solutions Based on Competency Modules



# CONNECT POWER 连接力™ Leadership Development Solution

Leadership Diagnosis	Leadership Development			Project Conclusion
Talent Analysis & Target Alignment	Lead Self-Uncertainty	Lead Self-Uncertainty	Lead Self-Uncertainty	Learning Journey Closing
Assessment or Interview	Module Topic 1	Module Topic 2	Module Topic 3	Conclusion Meeting
Various Assessment Tools  Pre-session Stakeholders Interview  Data Analysis & Kick-off	Customized Competency Module  Diverse Knowledge Input	Customized Competency Module  Diverse Knowledge Input	Customized Competency Module  Diverse Knowledge Input	Review & Evaluation  Presentation & Summary  Achievement Transformation
	Combining assessment and interview results, support clients to implement IDP 1:1 coaching for in-depth training transformation			
	Combining assessment and interview results, support clients to implement Action Learning Group coaching for guiding organizational pain-point resolution			
	Combining assessment and interview results, additional learning methods like sharing group, online courses, forums, benchmark company visits, and team building can be used to foster a continuous learning culture			



# Cases Sharing: Management Boot Camp With Blended Learning

The high frequency of talent promotions made management team of Company S lack standard management processes, growth management mindset, mature managerial thinking, excellent managerial behavior benchmark, which leads to obstacles in cross-function communication and collaboration. Based on GATEWAY CONNECT POWER Leadership Model, and combined with a large of research and actual procurement data from company S, **Management Boot Camp summarize and refine the 15 most frequent business or management scenarios that new managers would face in the stage of transforming from individual contributors to team leaders.** Through the blended learning, GATEWAY helps Company S clear management obstacles, master core management thinking, and apply useful management tools. After that, **GATEWAY designed and delivered the further workshops focused on the common problems discovered in practice of the first phase, in order to provide deep discussion and guidance.**

Launch	Phase 1: Management Boot Camp				Closing
MODULE 0 Pre-Preparation	MODULE 1 2 DAY Off-line Learning	MODULE 2 5 LESSONS On-line Learning	MODULE 3 5 LESSONS On-line Learning	MODULE 4 5 LESSONS On-line Learning	MODULE 5 1 DAY Off-line Tutorial
Pre-work	Foundation	Lead Self	Lead Results	Lead People	Summary
<ul style="list-style-type: none"> <li>Requirements Alignment</li> <li>Stakeholder Interviews</li> <li>Delivery Preparation</li> <li>Offline Warm-up</li> </ul>	<ul style="list-style-type: none"> <li>Managerial Role Recognition</li> <li>Mindset Growth and Empowerment</li> <li>Effective Managerial Delegation</li> <li>Incentives &amp; Motivation</li> <li>Performance Review</li> </ul>	<ul style="list-style-type: none"> <li>Role Change</li> <li>Personality Cognition</li> <li>Emotion Management</li> <li>Learning and Growth</li> <li>Influencing Expression</li> </ul>	<ul style="list-style-type: none"> <li>Team Value</li> <li>Objective Setting</li> <li>Task Assignment</li> <li>Problem Solving</li> <li>Meeting Management</li> </ul>	<ul style="list-style-type: none"> <li>Effective Listening</li> <li>Management Feedback</li> <li>Performance Review</li> <li>Coaching Management</li> <li>Team Empowerment</li> </ul>	<ul style="list-style-type: none"> <li>Flipped Classroom</li> <li>Project Review</li> <li>Practice Summary</li> <li>Points Posting</li> <li>Q&amp;A</li> </ul>
		1st Live Q&A		2nd Live Q&A	
Phase 2 Further Workshops: Performance Review Management, Cross-Functional Communication, Project Management, Coaching Leadership					

# Cases Sharing: Leadership Program for Accelerated Talent Growth

A materials science MNC has a longstanding internal talent development program, but due to evolving business conditions, there's a shortage of potential talents meeting the company's expectations. **This is particularly evident in the junior management level, where there's a significant gap in leadership development.** To address this, the company partnered with GATEWAY for a **four-month talent growth acceleration program.** The program, consisting of five stages, incorporates diverse learning methods such as talent assessments, training workshop, action learning, and simulations. The aim is to **rapidly enhance the strategic thinking and change mindset of junior management, instilling team management skills and providing real-world experience in change management.** Additionally, based on initial leadership assessments, GATEWAY **supports the company in concurrent internal action learning projects and team coaching programs,** fostering a holistic leadership acceleration that integrates knowledge and practical application.



# Cases Sharing: Systematic Leadership Training Program

A new energy company aims to establish a comprehensive talent development system as a key goal in talent management. While the management team is business-competent but lacks formal training in leadership and management skills.. The executive team's limited vision hampers adaptation to the company's evolving strategies, resulting in a high turnover rate. Previous attempts at internal training lacked a cohesive talent development structure. To address this, GATEWAY designed a **one-year leadership development program based on the CONNECT POWER model**. This program, **tailored to three management levels, incorporates online courses, training workshop, digital simulations, and action learning**. The focus is on building leadership awareness and necessary management skills for existing M1-M3 managers, supporting the company's talent pipeline construction. Future adjustments will align with the company's evolving talent strategy, promoting a continuous transformation in leaders' mindset and operational approach.



# Cases Sharing: Talent Replication & Experience Transfer

A manufacturing company, adapting to changing business goals, faced challenges in unifying its sales team's approach to new initiatives. To address this, the company sought to **leverage internal learning for experience extraction and talent replication, making intangible experiences tangible and improving overall performance**. GATEWAY identified key business scenarios and core skills, selecting internal experts for five critical sales scenarios. These experts outlined knowledge summaries, forming the framework for internal learning. A two-day workshop further extracted and developed core experiences from high-performing individuals. **The project produced outcomes like sales processes and tools, enabling rapid capability replication, shortening employee growth cycles, and providing relevant material for future internal training**. By distilling the organization's winning factors, the project analyzed benchmark talents' behaviors, contributing valuable experiences to company development.



# Cases Sharing: Customized Case Extraction And Design

Company A has excellent learning culture and resources, yet there is still an insufficient supply of leadership talents. Due to the comprehensive business units and the matrix organizational structure, management teams are still unable to solve complex stakeholder network and apply the knowledge they have accumulated into real tasks. GATEWAY **design a three-step development program, which including: BEI (Behavioral Event Interview) interviews with several core stakeholders of the company, Extraction and alignment of frequent and complex working scenarios, and Leadership Application Clinic Workshop**, so as to help management teams simulate business scenario and conduct the best practice based on the highly customized challenging mission scripts, and gradually achieve better learning transformation. This authentic and challenging learning development program connects managers' past and future, facilitating the extraction of organizational experience.



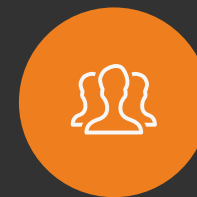
## PHASE 1

Scenarios Data Collection



## PHASE 2

Scenarios Writing



## PHASE 3

Application Clinic Workshop

# CONTENTS

01

About  
GATEWAY



02

Talent  
Consulting



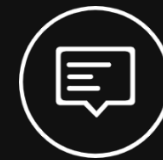
03

LMO  
Service



04

Leadership  
Development



05

Added  
Value



# Grains Online: Digital Learning Platform

- Selecting and updating 100+ excellent copyrighted lessons worldwide continuously;
- Presenting professional knowledge with systematic and comprehensive interpretation;
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- Improving self on pocket time with high-quality content and convenient access.

Membership Account

Platform Establishment

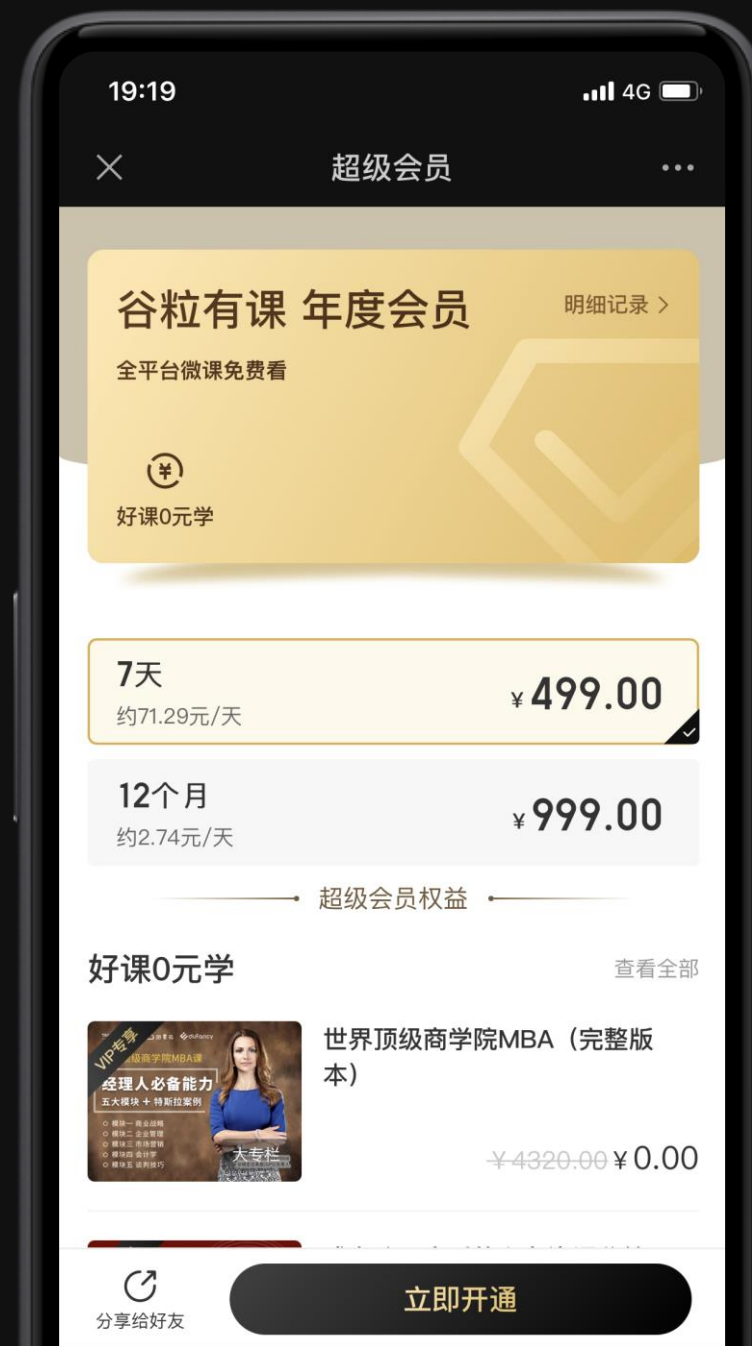
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# Annual Job Market Insight and **Employment Report**

CONNECTUS annual job market insight and employment report aim to provide cutting-edge market information and in-depth research data for clients in order to customize more competitive talent recruitment strategy and human resources consulting service.

Salary Report by Industry

Talent Turnover Rate

HR Strategy Plan

Talent Recruitment Situation

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**2024**

市场趋势与薪资报告

**JOB MARKET  
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EMPLOYMENT REPORT

## About CONNECTUS

CONNECTUS 是一家国际性人力资源咨询管理公司，2013 年成立于中国内地，目前在内地 11 个城市拥有超过 400 多名咨询师。我们提供人才寻聘、招聘流程外包、灵活用工、组织与人才发展、薪酬与绩效管理、职业发展规划、职位空缺等专业服务，致力于帮助客户提升组织效能及人才能力，凭借高度专注以及高效协作，CONNECTUS 与众多企业建立了长期合作伙伴关系。以使命驱动，以专业践行，我们坚信世界会因人才而不同。

CONNECTUS is an international human resource management consulting company founded in 2013. Currently, it has more than 400 professional consultants in 11 Chinese mainland city. We provide executive search, recruitment process outsourcing, flexible staffing, organization and talent development, consulting and market intelligence, career advisory and other professional services. Dedicated to helping clients improve organizational effectiveness and inspire talent potential, CONNECTUS is able to establish long-term business partnerships with many enterprises. Driven by our mission, we believe that, by developing and empowering talents, we can create an extraordinary world.

## Core Values

合作 One Team      坚持 Persistence Conquers All  
 突破 Go Beyond Limits      哲学 Move out of Comfort Zone  
 创新 Run a Different Race      诚信 Integrity is Doing the Right Thing





# Clients

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Callaway

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CAMUS  
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BACARDI

Colgate

Jahwa  
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Tyson

OTIS

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EPSON

Hansgrohe Group

Sealy

Club Med

JUNEYAO AIRLINES  
吉祥航空

德邦快递  
DEPPON EXPRESS

RIOT  
GAMES

IGG  
I GOT GAMES

PORSCHE

Maserati  
ACADEMY

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inspiring mobility

SAGW

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# THANKS

Powering Talents To Create An Extraordinary World

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