

# Haven's Workshops in Huawei



Huawei University, Shenzhen, China

Huawei Technologies is a leading manufacturer providing telecommunications networks and equipments worldwide. Located in Shenzhen, China, Huawei serves over one billion people in more than 100 countries. Huawei's sales in 2007 will reach 16 billion USD, with

80% from international markets. By the end of 2007, Huawei will have 70,000 employees, 90% of whom have a bachelor's degree or higher degree and over 48% are devoted to R&D.

Due to the stressful nature of the telecommunication business, Huawei University introduced courses from Haven for the middle and high level managers to help them overcome business stress and deal with cross-cultural obstacles in the process of globalization. So far, over 3,000 managers have participated in Haven workshops. These courses have effectively helped managers in Huawei to enhance their self-awareness of their own pattern of behavior and decision-making, improve communication skills, especially that of cross-cultural communication, and interpersonal relationship, and build integrated being. Thus our organizational climate is much more harmonious and cohesive.



Haven Institute, BC, Canada

Over the last two years, Ben and Jock have led the workshop of *Communication and Connection* in Shenzhen, Brazil, Peru, Moscow, Paris and Kenya, with over 1,700 participants.

The workshop is designed to help managers as well as key staff to release their inner pressure, and improve their cross-cultural communication skills.





*CC Workshop in Brazil, led by Ben and Jock  
November, 2006*

**In Lima, Peru,** over 40 country managers participated in the CC workshop, coming from Argentina, Chile, Brazil, Colombia, Venezuela, Peru, Uruguay, Paraguay, Ecuador, Bolivia, etc.. The workshop helped improve communication within the management team and build an interpersonal network. Our managers learned how to engage people in cross-cultural environment, release pressure and balance work and life.



*CC Workshop in Peru, led by Ben and Jock  
November, 2006*



*CC Workshop in Moscow led by Ben and Jock,  
July, 2007*

**In Sao Paulo, Brazil,** over 400 employees participated in CC workshop, including more than 200 local Brazilian staff. The workshop is conducive to our team building, cross-cultural communication and mutual understanding.

**In Moscow, Russia,** over 450 managers and staff (from Ukraine, Uzbekistan, Kirghizia, Kazakhstan, White Russia, UK and Netherlands) participated in the CC workshop. Ben and Jock walked us through how to communicate in a team and build trust by modeling themselves and via various ways of presentation. They successfully facilitated a dynamic connection among participants, and raised their confidence in trust building with others.

**In Paris, France**, 35 country managers (from France, Italy, Netherlands, Portugal, Germany, and Spain) participated in the CC workshop. They achieved better self-awareness and learned how to release stress and pressure through connection practice and team activities.



*CC Workshop in Paris, led by Ben and Jock*

August, 2007



**In Nairobi, Kenya**, 95 managers from more than 20 African countries (including South Africa, Nigeria, Ghana, Togo, Angola, Cameroon, Congo, Zimbabwe, Côte d'Ivoire, Ethiopia, and Uganda) participated in the workshop. It helped with pressure release, stress management and team building, for those young managers in Africa who were facing hard working conditions apart from tough business pressure.

The theoretical learning, pressure release and individual bodywork did have a great impact on all participants, who expressed that they would keep practicing it in the future to live a balanced life in terms of body, mind and spirit.



*CC Workshop in Kenya, led by Ben and Jock*

September, 2007



Africa snapshot (1)



Africa snapshot (2)

Upon our invitation, Ben and Jock delivered two sessions “Harmony: East & West Integration” in Beijing in 2006 and 2007, to 90 managers, to broaden their perspective.

Workshop “Come Alive” was introduced and conducted for a total of 13 times in Shenzhen (China), Paris (France), Kuala Lumpur (Malaysia), Nairobi (Kenya) and Moscow (Russia).



CA Workshop in Paris, led by Linda and David  
April, 2006



CA Workshop in Russia, led by Linda and David  
July, 2007

Totally there were 233 participating senior managers, including regional presidents and country managers.

And two additional sessions of “Emotional Intelligence” were delivered to 23 managers.

From 2005 to 2007, Huawei has selected 28 senior managers for programs held in Haven, Canada, like “Mini Phase I”, “Mini Phase II”, “Phase III” and “Anger Boundaries and Safety”.

In 2007, a series of Maria Gomori’s courses were introduced and held in Shenzhen, such as "My journey" and "Workshop of the Satir Growth Model" with 775 participating managers. In “My journey”, 24 managers from various departments formed a customer-focused team after organization resculpture led by Maria.

Maria used family-therapy as one of the ways to help managers enhance their self-awareness, mutual understanding and trust-building. This method, by reflecting upon the growth of the original family and understanding the pattern of current behavior and mindset, could help executives to avoid thinking pitfalls and blind spots in decision-making, and build the trust among them.





*How to live and grow better – Satir's Human Validation Model*  
led by Maria Gomori, Oct, 2007



A customer-focused team  
*My Journey* in Shenzhen, Oct, 2007

With great patience, wisdom, humanity, and mastery of people-connection essence, Haven's facilitators taught us a lot and won our deep appreciation and great respect. Now, our managers become more open, with sharper awareness of self, the way they live and others' emotional status, and higher readiness to communicate with people. We start to ponder over principles and values of life.

Thanks to Ben, Jock, Haven leaders and facilitators, who led us onto a journey toward value-based life.

Huawei University

Dec 18<sup>th</sup>, 2007