

# 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.

