



Executive Workshops

ACG executive workshops are designed for executives who seek to make a real impact in their organizations in Asia, whether in regional or local roles.

December 2015 will be our 17th anniversary, and we set out to develop workshops tailored to the needs of today's Asia, using learnings from years of project management all across Asia and from more than 100 clients.

These unique workshops leverage the latest thinking from market leaders for Country Heads and CEOs – CFOs and Finance professionals – HR and Compensation professionals – Sales and Marketing leads.



Learn to deal with cultural diversity and volatility

ACG's executive training will help you understand Asian markets, plan effectively, manage risk, and find growth and upside.

1. **Understand and manage cultural diversity (Region, China, Indonesia, Indo-China)** - understand historical and political context, behavioral differences, how to manage meetings and presentations, to build relationships and networks, and plan and manage effectively
2. **Build an effective sales organization** - starting with the market and the growth opportunity, design the organization and the direct and indirect channels which work best, benchmark sales performance, manage transition
3. **Understand and adopt HR best practices**, explore how and why key markets differ, learn best practices in recruitment, training, retention and developing incentive programs, and the dos and don'ts of execution
4. **Reducing Risk & Working Capital** - practical approaches to containing trading and country risk and reducing the Working Capital tied up in accounts receivable
5. **Assure Effective Execution** - plan and execute challenging change programs inc sales optimization, cost reduction and downsizing, enterprise risk, shared services, and other critical programs



About ACG: Simon J Littlewood is a graduate of New College Oxford and founded ACG – the Asia Now Consulting Group - the leading Singapore-based advisory group, in 1998.

Mr. Littlewood is a retained advisor for many leading MNCs on the markets of Asia, a columnist for Asia Finance and Banking and the Singapore Business Review. He also comments on Asia for BBC TV and Radio.

Our team

Our training team have hands-on experience of key markets and industries, and we run regular programs in China, HK, Singapore, Jakarta, and other key cities.

The training uses our wide experience of business consulting and executive coaching with detailed case studies and culturally appropriate tools.

Who should attend?

Our workshops are designed for middle and senior management in Multinational Companies and address the concerns of regional and functional heads, including General Managers, Finance leaders, HR professionals, and sales and marketing leaders.

How can I learn more?

Contact us to learn the times and locations of workshops in your city, or to develop specific programs for your own organization.

ACG Global training programs

½ and 1-day Courses

1. Understand and Manage Cultural Diversity - An introduction to doing business in Asia (China/Indonesia/Indochina, other markets upon request)

- Understand the cultural and historical context
- Project confidence and clarity – how to communicate and lead (with examples and templates)
- Understand and manage external and internal relationships and network effectively
- Conduct effective negotiations and learn to read body language and other indicators
- Things to avoid and or overcome in yourself and your team
- Develop consensus for change and plan and execute major change effectively
- How to manage the media, how to communicate upwards to global stakeholders

2. Build an Effective Sales Organization

- Understand the environment and track key growth indicators
- Evaluate markets and customers based on opportunity and prioritize them
- Explore different channel models and choose what works for you in each market
- Develop and deploy differentiated sales models aligned to channel
- Assess and strengthen direct and indirect channels
- Benchmark sales, distributor, internal performance
- Understand and manage external and internal relationships
- Develop consensus for change and plan and execute major change effectively

3. Understand and adopt HR Best Practices

- Why volatility is good for some – with case studies – and how to be a winner
- How to build a culture that will recruit and train the best – dos and don'ts
- How to identify skills gaps and build effective multi-channel training – classroom, internet, other
- How to understand and deploy the levers of staff retention, including non-financial recognition
- Why incentives should be structured differently in Asia, how to do it, with examples and tools
- How to align KPIs to the real needs of your situation
- How to manage upward and campaign for change

4. Reduce Risk and Improve Collections Performance

- Quantify and evaluate market and customer risk
- Develop risk management peer groups
- Learn tools and techniques for identifying, modelling, risk
- Learn principles of Effective Receivables Management
- Understanding the opportunity
- Contract to Cash Process – Common issues and Challenges
- Creating a Tiered Collections Environment
- Integrated Discrepancy Management
- Sales KPIs and incentives
- Understanding on why change fails and what to do about it
- Initiative prioritization and Mobilization

What will I gain from these workshops?

- Gain understanding of key growth markets and learn how to build relationships and networks
- Learn HR best practices in recruitment, training, retention, and incentive management from your and other industries
- Hear from a leading expert how to develop a best practice approach to eliminate risks and bad-debts
- Learn how to plan and execute difficult transitions, with detailed case studies
- Network with other business and industry players from a range of sectors
- Gain critical competitive advantage at a crucial time

The ACG team has been implementing change throughout Asia for more than 20 years. We bring local knowledge from China, India, Indonesia, Indo-China, and other growth markets including up-to-date case studies as well as informed advice on the cultural factors, which are key to executive success.

5. Plan and Execute Challenging Programs

- Set goals and Define initiatives – with case studies for your geography and industry (upon request)
- Recognizing, addressing cultural differences
- Mapping out the journey and setting priorities
- Building accountability and resources and project planning
- Evaluating readiness to change
- Communication planning and management

At the age of six I wanted to be a cook. At seven I wanted to be Napoleon. And my ambition has been growing steadily ever since.

Salvador Dali



Risk management
Program management and reporting
Results tracking

ACG Global training programs

Program Planning & Execution

Understand how to plan and execute challenging change inc cost optimization & downsizing, enterprise risk, shared services, and other critical programs

Build an Effective Sales Organization

Understand how to identify your growth opportunity, design direct & indirect channels, benchmark performance, plan and manage transition.

Risk & Working Capital Management

Understand how to implement practical approaches to containing trading and country risk and reducing the Working Capital tied up in accounts receivable.

Managing Cultural Diversity

Understand the historical and political context of key countries, learn key behavioral differences, how to build relationships and networks, and to plan and manage effectively

HR & Talent Development Best Practices

Understand how and why key markets differ, learn best practices in recruitment, training, retention and developing incentive programs.

For more on this article, including detailed case studies for your industry, or on any of our offerings please contact:

info@acgrowthdelivered.com

ACG Global - formerly Asia Now - is a boutique management consultancy founded in Singapore in 1998. We deliver faster growth to major companies worldwide by improving sales effectiveness and reducing costs and working capital. We believe in long-term partnership and we emphasize process and behavioral change.

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