



ANALYSIS TOOLS FOR YOUR ORGANIZATION

So that you know what really happens in your organization in China!

Management Experts St. Gallen

Dr. Claus Knoth

Rosenbergstrasse 42b

9000 St. Gallen

Switzerland

Telephone +41 (0) 71 511 29 44

Mobile +49 (0) 151 4054 2527

claus.knoth@mesg.ch

www.mesg.ch

IN WHICH STATE IS YOUR ORGANIZATION RIGHT NOW?

In the current situation, it is not only the geographical distance that makes it more difficult to get a full understanding of the working of the organization in China and a look behind the scenes. The travel restrictions that make it almost impossible to make a personal visit on site and get a direct impression create additional distance. However, successful strategy implementation requires a **functioning organization** that enables targeted, cross-border and cross-cultural cooperation. Such an organization must be continuously developed and prepared for new challenges. The basis for such a targeted development of the organization should be an **appropriate assessment of the initial situation**. And this is currently very difficult to do.

With our various **analysis tools**, we can provide our customers with a better basis for their decision-making. We can either take a look at the overall organization carry out analyzes at team or individual level.

With our **organizational diagnosis**, we create a comprehensive view from the outside, identify relevant fields of action and this with appropriate time and costs. A first data collection with questionnaires is deepened by selected, semi-structured interviews in China and Europe.

With our culture analysis **Culture Grid**, we focus on cultural differences that are often decisive for the functioning or responsible for non-functioning of cross-cultural cooperation, although they are less tangible and are therefore quickly neglected. At the

same time, the cultural understanding of each individual is crucial for a trust based and successful cooperation.

Our **(online) assessment tools** make it possible to take a look at teams or individual managers with their individual strengths and weaknesses. Is the local team able to ensure future growth, or do additional competencies need to be built up?

All these analysis tools are available in German, English and Chinese.

Effective organizational development is only possible on the basis of a well-defined and clear strategy, since the goal of organizational development is always to create the conditions for strategy implementation and future success. But to develop the organization in the right direction and to select the right measures, one has to get a good understanding of the current situation. With our many years of experience in China and our network, we can not only be your sparring partner for all China-related issues and offer you a comprehensive range of services to ensure your long-term success in China, but can also help you to get a realistic picture of your China operation.

Does this sound interesting to you? Then contact us to arrange a personal call or request further information from us.

I am looking forward to hearing from you.

OUR EXPERT – YOUR CONTACT



Dr. Claus Knoth supports already for over 30 years European companies in projects with special focus on China. Since his studies in Beijing he has worked as a strategy consultant, organizational developer as well as management trainer and coach.

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