Workshop: Competency Model and Interview Preparation

Judy Qu, CDC consultant and Sean Mei, Career Management Director of MBA 2011 Student Committee co-delivered a workshop on “Competency Model and Interview Preparation” on May 16th, 2012.

What is competency model? How to proceed with information collection and verification when you feel interested in a position from a written Job Description? How to define top three competencies for a position? Who is the right person to ask questions? How to approach them? How to tell stories about yourself to demonstrate your fitness with the requirements of the position? How to win favor from HR professionals in face-to-face interview?

The highly interactive and dynamic workshop covered all of the above mentioned school of thinking so as to provide students with practical solutions to prepare for interview.

Summary

• Taking Initiations
• Know well of Yourself and the Position
• Understanding what the interviewers are looking for and show how you match up to it
• Exercise, Exercise, Exercise

CEIBS
Workshop: Compensation and Benefits for International Students

Judy Qu delivered a workshop on “Compensation and Benefits for International Students” on May 31st to around 35 International students from MBA 2011 class.

What to look for in an offer besides base salary and bonus? Is salary negotiable for a MBA graduate? How to trade off between short-term monetary reward and medium-to-long term development perspective? How to compare between different offers in a rational way so as to make a well-informed judgment? What’s the difference in labor cost to employer if a position is provided to local Chinese or to overseas candidate? What formalities an international employee shall expect to go through so as to obtain legitimacy of employment in China?

The workshop also tries to ignite more thinking of the audience on the meaning of good offer. Career journey is a marathon rather than a dash. Every gain has a price to pay. When one has a clearer picture of what he/she wants and values most out of life, he will feel more comfortable in the making choices at the crossroads of his/her life.

What is a GOOD Offer?

A good offer is the best C&B package that’s attainable for a desirable opportunity that matches well between position and self, in terms of mission and interest, challenge and competence, support and level of independence, and culture and leadership. A good offer shall provide training and development that makes you well prepared for the next jump in career advancement. A good offer shall also meet one’s need in work-and-life balance.

—— Judy Qu
Workshop: Stress Management

Raf Adams used to be a carefree, shy and happy boy. However things changed at the age of twelve. He realized he had to study and work hard to earn respect and achieve self-fulfillment. He went all his way out in the next 19 years, to be excellent. He made it, but things went terribly wrong. He grew tired, relentless, more and more unhappy day by day. He didn’t understand why. Finally, he fell terribly ill and after a prolonged recovery, only to feel even worse. In the darkest moment, he even attempted to end his life to get a full relief. That was only three years ago.

Today, he lives anew. He regains inner peace and feels grateful and happy every day of his life. How did he achieve the transformation? What had happened to him?

Raf Adams shared his learning and thoughts on Stress Management with over 50 MBA students and alumni on June 6th. His vivid and thought-provoking presentation aroused high interests in the audience.

“Stress is what we do to ourselves in response to what happens to us. And we react not so much to what happens to us but to the meaning we make of these events.”

He prescribed a self-help recipe in dealing with stress. When you feel stressed out, ask yourself three questions:

- Why do I feel this way?
- What’s the message of this emotion?
- Is there any action I need to take?

He tells the audience to “Trust your intuition, follow your heart and take immediate action”.