



WAKE UP INSPIRED

Coaching, Consulting and Training Solutions
to Make Managers Better Leaders



WHO WE ARE

Ween is based in Hanoi, Vietnam. We provide coaching, consulting and training solutions to boost managers' ability to engage and perform across cultures and generations.

We help our clients address the challenges of complexity and uncertainty by leveraging agile leadership for their organizations, their career, and in their lives with solutions they can really own.



Romain is a certified leadership coach (PCC), consultant and trainer.

He founded Ween after 7 years managing operations in China and Vietnam. During these years, he has learnt many lessons the hard way and now they guide his working.

Romain is dedicated to provide new managers with the opportunity of quickly becoming excellent in their roles as leaders.



WE LIVE IN A CHALLENGING WORLD...

Globalization

has brought an unprecedented diversity into organizations.

60-80% of conflicts in organizations are caused by personality and culture clashes (*Psychometrics, 2009*).

85% of employees worldwide are **disengaged** from their work (*Gallup, 2017*).

47% of Vietnamese employees feel that their **potential is not maximized** (*Michael Page, 2019*).

New Generations

(Millennials, Gen Z) will make up 75% of the global workforce by 2025 (*EY, 2015*).

80% increase in performance when managers are able to **create an inclusive culture** for their organizations (*Deloitte, 2013*).

48% higher profits are returned in average by managers that are **talented at engaging and managing their employees**, as compared to average managers (*Gallup, 2016*).

90% of investors think the **quality of team management** is the most important nonfinancial factor when evaluating an IPO (*McKinsey, 2017*).

...THAT NEEDS A MODERN APPROACH TO LEADERSHIP



TOMORROW'S LEADERS

We transform managers into agile leaders so they can thrive in the modern context

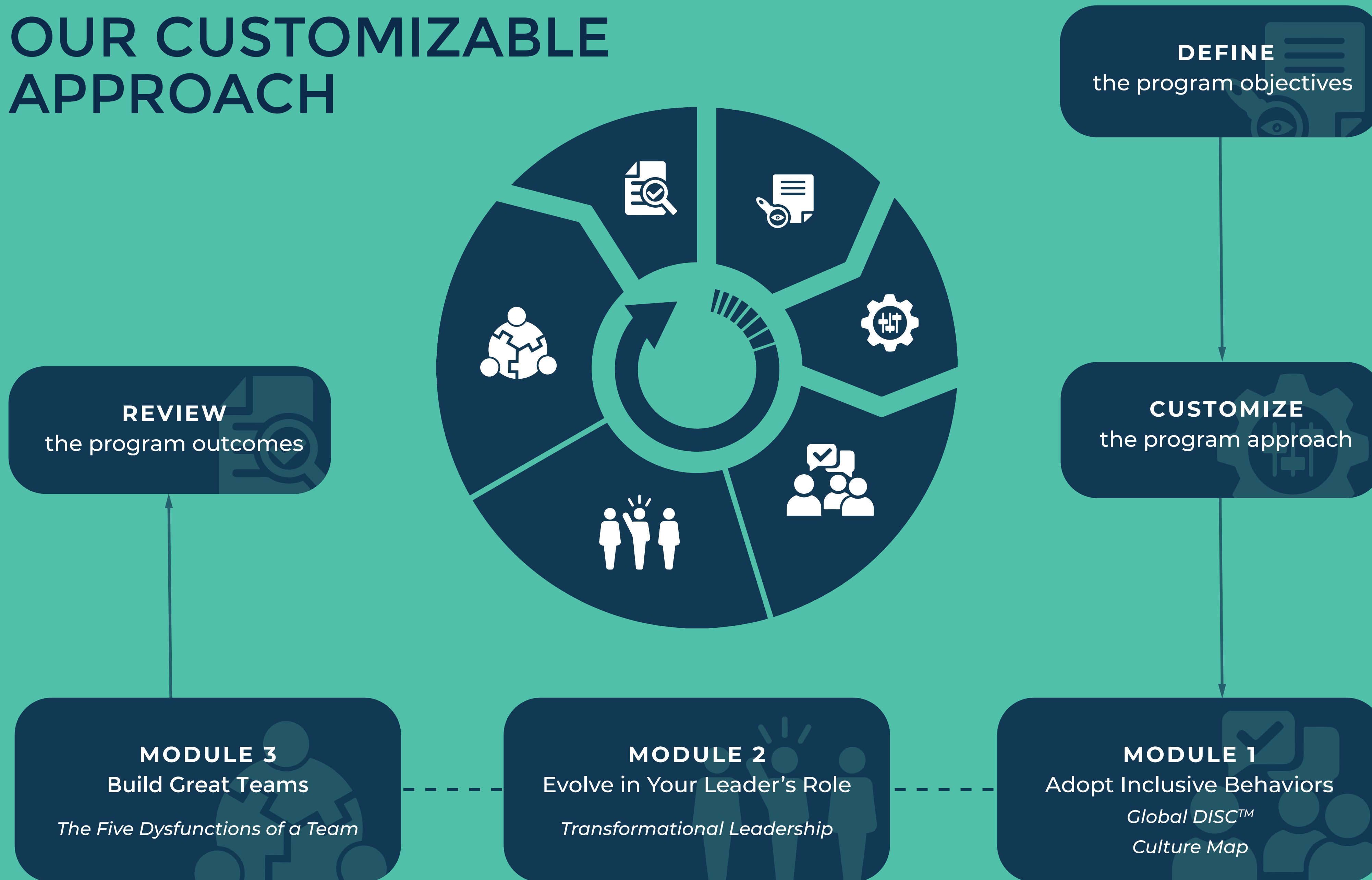
TOMORROW'S LEADERS will benefit the most to:

- People who are new in **management positions**
- Managers who are transitioning into **top management positions**
- Managers who lead and work in a **multinational environment**





OUR CUSTOMIZABLE APPROACH





MODULE 1

ADOPT INCLUSIVE BEHAVIORS

OBJECTIVES

- To understand your current management style
- To communicate and coordinate efficiently with your colleagues, employees and customers in a multinational environment

WHAT YOU WILL GET

- Cultural Intelligence (CQ)
- Self-Awareness about your motivation, communication patterns, preferable environment, development areas, values & beliefs
- Knowledge on your multi-cultural environment, and on how and why people behave and communicate in different ways
- Intercultural Management Capability
- Adaptive Communication
- Motivational Skills

IMPACTS ON THE PERFORMANCE

- Improvement in collaboration with your employees and across departments
- Bridges for cultural and personality gaps
- Reduction in communication and cultural clashes





MODULE 2

EVOLVE IN YOUR LEADER'S ROLE

OBJECTIVES

- To effectively engage, empower and develop your employees

WHAT YOU WILL GET

- Engagement Skills
- Empowerment Skills
- Coaching Skills
- Feedbacks & Assessments Skills
- Conflict Management Skills
- Decision Making Skills
- Problem Solving Skills

IMPACTS ON THE PERFORMANCE

- Boost in employee engagement
- Advancement in employee development
- Improvement in employee efficiency
- Increase in employee retention





MODULE 3

BUILD HIGH-PERFORMING TEAMS

OBJECTIVES

- To expand your teams' cohesion and collaboration levels

WHAT YOU WILL GET

- Team Development Skills
- Team Empowerment Skills
- Core Qualities of High-Performing Teams

IMPACTS ON THE PERFORMANCE

- Development of trust and confidence among team members
- Enhancement in teams' ability to engage in constructive conflicts
- Growth in teams' commitment to common goals
- Increase in teams' accountability
- Improvement in teams' focus on collective results



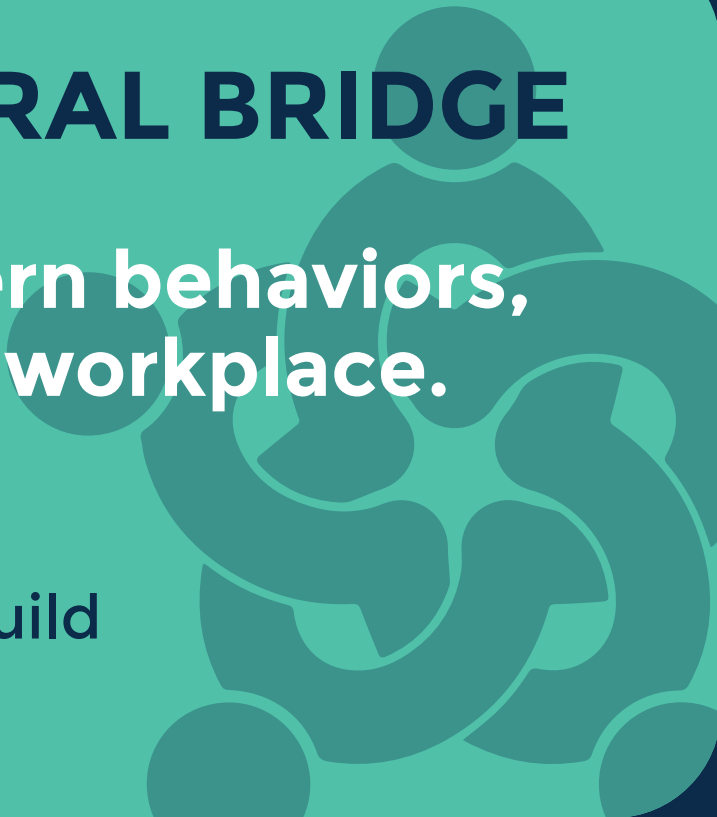


WHY WORKING WITH US

WE CREATE A MULTI-CULTURAL BRIDGE

We understand Western and Eastern behaviors, practices, and expectations in the workplace. We understand Millennial's needs.

We know the ways to address them and to build effective connections between them.



OUR APPROACH IS CUSTOMIZED

There is no one-size-fits-all method or tool.

Our solutions are designed to fit the current context and to answer your specific needs and the ones of your organization.



WE TURN LEARNING INTO ACTION

Knowing is not doing.

We support you in applying your newly acquired skills and knowledge into practice in your workplace.



WE ARE PARTNERS IN YOUR SUCCESS

Being successful at sustainably boosting your performance is our main driver.

We work alongside you to achieve long-lasting results.





**CONTACT
US**

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