Leadership in International Education Program

-- Empirical experience CHEER Foundation

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Our website

★ www.cheereef.com
Our Mission

* Building up the biggest consortium in education and research in China and European Union
* Representing education interests and values for its members to encourage and support the cooperation between Chinese and overseas institutions
* Establishing a substantial network to promote members’ interests in academic exchange, recruitment, joint education programs, vocational education training and research cooperation
* Consulting services to help Western universities and schools identify their targets in China, and to help Chinese education institutions and governmental organizations find overseas cooperation projects
Our Organizational Culture

- Quick Learning
- Hard Working
- Initiative Taking
- Critical and creative thinking
Organizational Structure
Introduction to our international Program

★ SDP (Skills Development Program)
★ WLSA curriculum
Aim of SDP

Jointly developed by CHEER and CIE

Prepare Chinese students better to study at global universities
Five skills

SDP

Critical thinking

Independent research & enquiry

Reflective learning

Communication & presentations in English

Enterprise (Teamwork & leadership)
WLSA Curriculum

- Three years senior program
- Quality-oriented
- Skills-based
- Individual attention (Advisors)
- All-round development
- Interactive teaching
The challenge

★ Recruitment and management of Teaching Force (combination of Chinese and Foreign teachers)

★ Management team—logistics and administration (cooperation with key middle schools)

★ Dealing with parents and students expectations
Recruitment and management of foreign teaching force

- Reliable teachers sources, the website or friends recommendation?
- Strict interview/selection procedure
- Job orientation and teacher training
- Incentive system
Management team (cooperation with key middle schools)

* Partner SoE
* Good reputation
* Rich resources (teacher, student)
* Reasonable facility
* Bureaucracy
Dealing with parents and students expectation

* The tiger mother and Wolf father
* Difficulty to switch between Chinese traditional education and western request
* Knowledge based to skill based
* Cultural events
* Social activities
What is leadership and how does it work?

★ Motivating a group of people to act towards achieving a common goal.
★ Essentials of inspiration and preparation.
★ Effective leadership is based upon ideas, but won't happen unless those ideas can be communicated to others in a way that engages them.
Difficult when West meets East

--- Intercultural communication

★ How do people think and know
★ What is achievement?
★ Relation to time and spiritual issues
★ The self
★ Organization of society
How do people think and know

★ Does knowing come from concepts or experience?
★ Does knowing come from asking questions or mastering received wisdom?
★ Does knowledge have limits?
★ In what patterns do people think?
What is achievement?

★ Is doing important or is being important?
★ Are tasks done sequentially or simultaneously?
★ Do results or relationships take priority?
★ Is uncertainty avoided or tolerated?
★ Is luck an essential factor or irrelevant?
★ Are rules to be followed or bent?
Relation to time and spiritual issues

- Is time linear or cyclical?
- How is time understood, measured, kept?
- Do humans dominate nature or nature humans?
- Are divine powers or humans at the centre of events?
- Is change positive or negative?
The self

★ Is the basic unit of society collective or individual?
★ Obligation and indebtedness, burdens or benefits?
★ Age: is seniority valued or discounted?
★ Are women equals or subordinates?
The organization of society

- Group membership: temporary or permanent?
- Displaying emotion
- Shaming or causing guilt
- Rules of etiquette, i.e. form, is it important?
- Personal matters, private or public?
- Patterns: horizontal or hierarchical?
- Approach to authority
Conclusion

Leadership is a never-ending job!