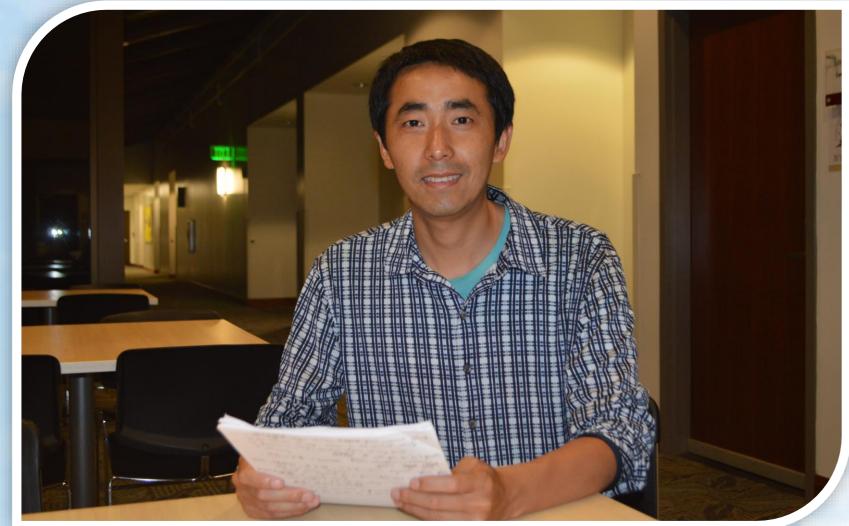




## Who is Lu?





## From: Shaanxi, China

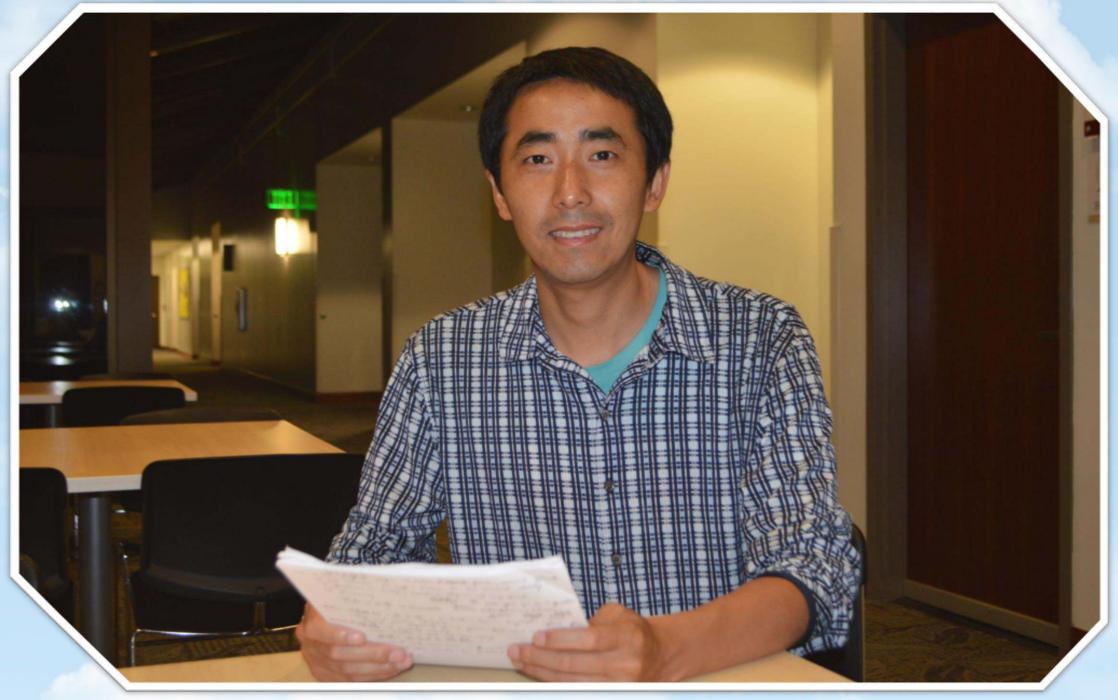




## Profession:

Senior Interpreter for Shaanxi Foreign Affairs Office

# Before & After









## Webex HOW?

## Share files/screen

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Cisco WebEx Meetings - Sze Wan Feir cson's Instant Meeting

Participants



Quick Start

Meeting Info

#### 6 Surprising Reasons Younger Managers Perform Best

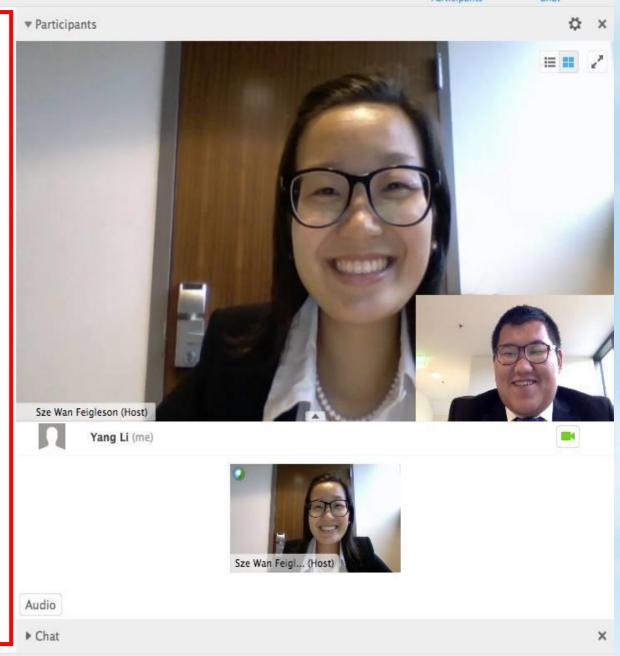
Joseph Folkman, contributor

- Forbes

"He doesn't have a lot of experience managing people. Do you think he can do the job?" This is a phrase we hear more frequently as organizations fill the vacancies retiring Baby Boomers leave behind. Recently, a younger friend told me his experience of being hired after receiving his graduate degree. Most of the team he would manage had been working for the organization for more than 10 years and were his seniors by approximately 20 years. Some of them expressed frustration about being managed by someone so young and inexperienced. Were their fears grounded? How effective are newly appointed managers compared to the older and more seasoned folks they replace?

Frankly, being an older boss myself, I assumed veteran managers would prove to be the more effective leaders. But the data surprised me. In a recent article for Harvard Business Review my colleague Jack Zenger and I explored our database of more than 65,000 leaders and looked more deeply at managers who were 30 years of age and younger (455 leaders) and compared them to an older group of leaders over 45 years of age (4,298). Once we separated the two groups, we looked at the distinguishing characteristics of each.

When comparing groups, we strive to make them as similar as possible. But by the very fact they were promoted to managerial positions at a relatively young age, we realized that those in the younger group were primarily high potential achievers. It is not common to be elevated into a managerial job at such a young age. Of the younger group, 44% ranked in the top quartile on overall leadership effectiveness when compared to all leaders in our database. In contrast, the older group contained only 20% who were in the top quartile. In all, the older group was a combination of leaders who were exceptional, more that were good and an expected percentage who needed improvement.



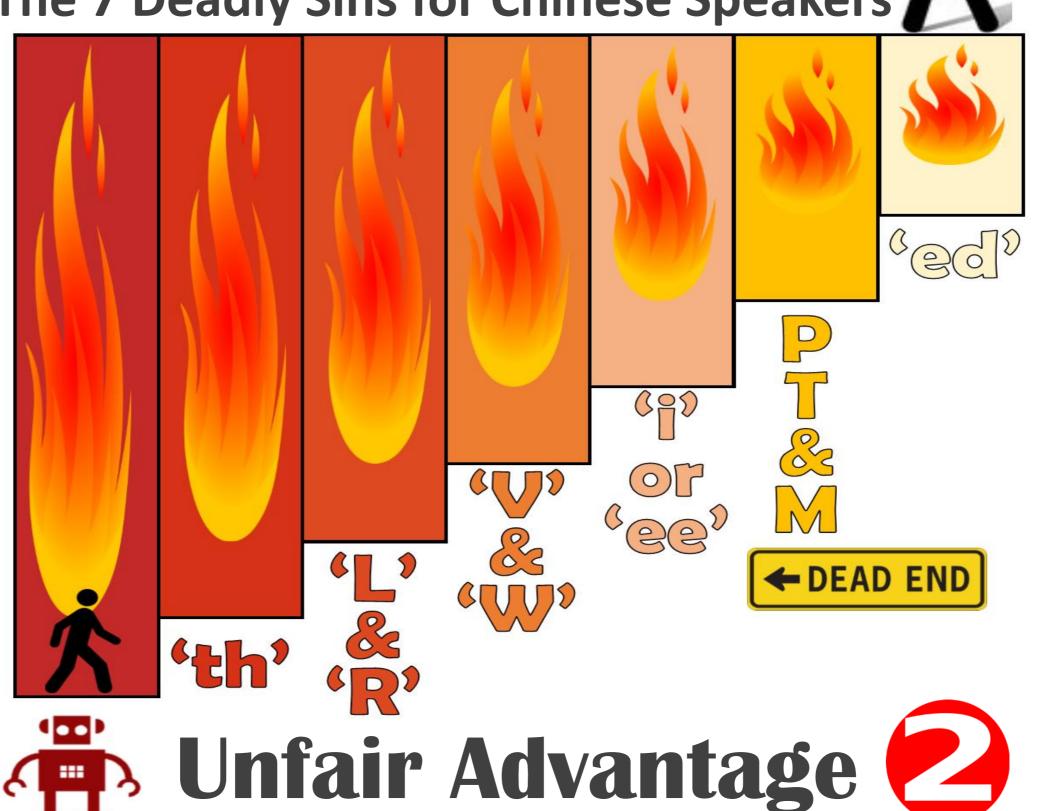
cisco

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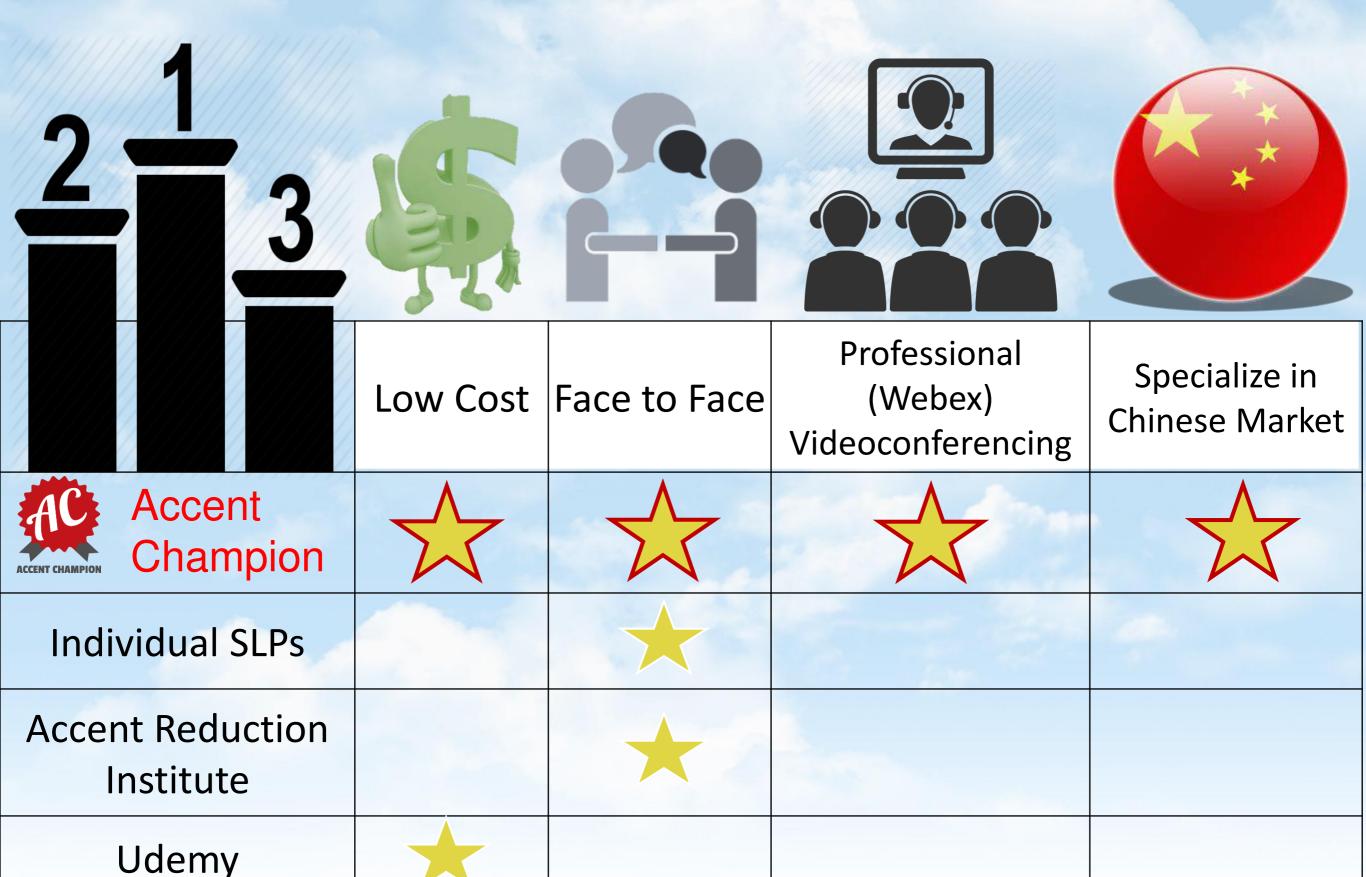
## **Curriculum Specially for Chinese**

The 7 Deadly Sins for Chinese Speakers





# Competition



# Key Team Members

Sze Wan Feigleson – Founder



Dr. Yifen Beus – Curriculum Consultant (Chinese and Humanities Professor at BYU-Hawaii)

Other Mentors -











## **Business Model**



# Forecast (1st Year)

	1 <sup>st</sup> Quarter	2nd Quarter	3 <sup>rd</sup> Quarter	4 <sup>th</sup> Quarter	1 Year Forecast
Customers	7	24	36	45	112
Employees	1	2	3	3	3
Sales	\$2450	\$8400	\$12600	\$15750	\$39,200
Expenses	\$980	\$3360	\$5040	\$6300	\$15,680
Profits	<u>\$1,470</u>	<u>\$5,040</u>	<u>\$7,560</u>	\$9,450	<u>\$23,530</u>

# 2 Year Net Profit forecast



# Sales and Marketing Tools

Online website and blog



Recruiters





Companies

Chinese students at local

universities



# Sales and Marketing to Date

- Companies interested
- Shaanxi Foreign Affairs Office (200 employees)
- Younique(450 employees)
- Partnering opportunities:



Babson | SEE





Personal networks:10+ recruiters



# Milestones

First Customer

\$10,000 In Sales \$100,000 net profit

April 2016

June 2016

December 2016

April 2017

April 2018

Website & Blog Launched

100 Clients Taught

