



# **Managing in China: The Truth about Cultural Differences in the Chinese Workplace (Expatriate Guide Book 1)**

*Gina R Vahle, Tony Bursen*

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This Expat Guide to Managing in China is about the people element in a Chinese workplace, written from the perspective of a Westerner.

Its goal is to provide practical guidance for Western professionals who work in a Chinese company or Chinese subsidiary of a multinational company. Furthermore, the book gives valuable insights for any foreigner who works with Chinese partners or suppliers. After reading this guide, you will better understand the different culture in a workplace with a majority Chinese workforce and how these differences can impact the success of your managerial or professional style.

The book gives a brief overview of Confucian influences and the Chinese cultural concepts of Guanxi and Face, and then focuses on the practical implications of these concepts on the daily work with Chinese employees, colleagues, and partners.

The Expat Guide to Managing in China is not about general Eastern management techniques, neither is it about how to set up a company, select a supplier or those types of business matters. Rather, it is about the people element in a Chinese workplace. It provides practical tips and specific examples and goes way beyond the typical 'give and receive your business cards with both hands' type of advice.

The Expat Guide to Managing in China is based on the hands-on experiences of Europeans and Americans who work in China. Those include experiences directly by the authors and experiences that were shared with the authors in many discussions over the course of two years.

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