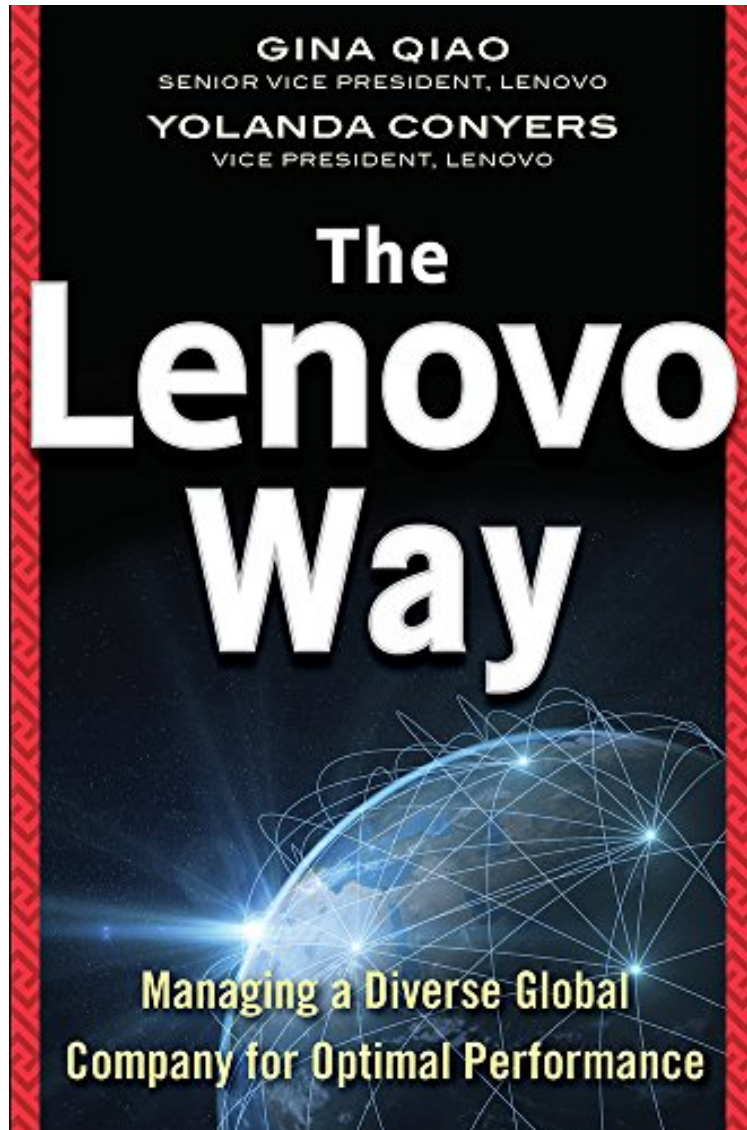


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## The Lenovo Way: Managing a Diverse Global Company for Optimal Performance (Business Books)

*Gina Qiao, Yolanda Conyers*  
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**Gina Qiao, Yolanda Conyers : The Lenovo Way: Managing a Diverse Global Company for Optimal Performance (Business Books)** before purchasing it in order to gauge whether or not it would be worth my time, and all praised The Lenovo Way: Managing a Diverse Global Company for Optimal Performance (Business Books):

2 of 2 people found the following review helpful. A MUST read!By young at heartI purchased this book because my daughter worked for a division of IBM that was purchased by Lenovo. My daughter was reading the book to learn

more about the company she would now be working for and made very positive comments about the book. Being an avid book reader I had to buy it for various reasons. I am blown away by this company's history and their philosophy of East and West countries working together for the betterment of our entire world. I wish EVERYONE would purchase and read this book and model their concepts. It could turn our whole world into a better place for all to live!

0 of 0 people found the following review helpful. So, I thought I knew a thing or two on globalization...By DanLenovo is getting this formula right. I thought I was doing the right things in a cross cultural organization...until reading this book. This book helped me realize that I am not doing enough to embrace cultural differences. Great insight, with examples, on how to adapt to a changing market in a diverse, multi-geographical landscape. This book is a "must read" for anyone working in a global company that is struggling with communication with their colleagues abroad.

1 of 2 people found the following review helpful. An interesting overview of a global journey - but a journey many have already travelled.

By BlackBelt58I purchased this book with great optimism as it is rare to have one organization offer to provide insight into their global journey -- especially such a short time after the global journey has begun. However, the journey that Lenovo has gone through is not enormously different than the journey numerous other global companies have undertaken. Thus, if you are familiar with global mergers you may not find too much that is new here. There are various examples of seemingly off handed comments that do not ring true. For example, the text describes the fairly common task of creating teams of business leaders and HR leaders to address key cultural issues as unusual -- and states that most companies use only HR to lead such initiatives. Having HR and business leaders work together to create change is a well established concept in well run, best practices organizations; implying that HR should lead and run such initiatives on their own misses the very heart of how to create cultural change. In addition, at one point the author(s) describe a meeting with American IBM engineers who used jargon as "noninclusive and lazy". These types of comments and misstatements stand out because the author(s) stress over and over again how important attention to language is in cross cultural companies. (I'm sure all of us who use jargon don't view ourselves as lazy.) This may be the result of the ghost writer as I doubt that Ms. Qiao or Ms. Yolanda actually wrote the book given the way that it is structured and the fact that each of the author(s) are referred to in the third person. For those who have not experienced a major merger or have not worked in a cross cultural company the book is sure to be interesting. But, be prepared to wade through advice such as "simplify your key performance indicators" and "be consistent when rewarding performers" to pull out the pearls of wisdom.

The Lenovo Way to Profitability and Growth In 2005, the Chinese corporation Lenovo acquired what was seen as a sacred American icon--IBM's personal computer business. It has since grown to become the world's biggest PC company and is now rapidly growing in the global mobile space. The Lenovo Way reveals practical methods for managing a truly diverse workforce operating around the world, drawn from both China and the United States. Gina Qiao is Senior Vice President of HR at Lenovo. Yolanda Conyers is Vice President of HR Operations and Chief Diversity Officer at Lenovo.

About the Author Gina Qiao is the Senior Vice President of Global HR at Lenovo, where she has been employed for more than 23 years. After working several years in Lenovo's U.S. offices, she is currently headquartered in Beijing. Yolanda Conyers is the Vice President of Global HR Operations and Chief Diversity Officer at Lenovo. She has been with the company since 2007, previously working at Dell. Conyers is based in Austin, Texas.