

One Day Seminar on

Essentials Of Cross Cultural Skills for Internal Auditors in China

17 February 2012 by Mr Jean-Yves Le Corre

What you will gain from this Talk:

The purpose of this training is to help internal auditors develop the cross cultural skills which can help have more impact and effectiveness in conducting internal audit assignments in the cultural context of Mainland China. The course will bring some highlights about cross cultural differences in organizations in general and create awareness on how their impact on the internal auditor job.

Comprehensive results of the most in-depth study ever conducted on the internal audit profession on that matter have been published in 2008 by The Institute of Internal Auditors Research Foundation. The study found that, overall, internal auditors around the world share many similarities - such as their roles within organizations, increasing regulatory influence, and practicing in conformance with the *International Standards for the Professional Practice of Internal Auditing (Standards)*. However, the study also found that internal auditing has varying levels of maturity - depending on the culture in which it's practiced. Moreover, the importance of organizational culture in supporting effective internal control practices is not now a concept, but the recent financial crisis has brought home how closely linked these are !

About The Speaker:

Jean Yves Le Corre

(Sloan Fellow, Msc. Mngt, CIA)

Jean-Yves settled down in Shanghai in 2006. He has 11 years of international corporate experience in several multinational companies (Lafarge, Areva Group, Heineken BV, Peat Marwick) and 5 years' experience in coaching and training in Asia. In 2006 Jean Yves set up his own consultancy named InterauditAsia in Hong Kong working closely with several organizations across Asia to offer courses on internal audit, performance management and cross-cultural management.

Jean Yves actively promotes the concept of "localisation" in management training arguing that western management practices and learning techniques cannot be fully replicated in Asia due to significant cultural gaps, which reflect in behaviors, management styles and social values of organisations.

Jean Yves graduated from ESCP Europe, Specialised Master in Auditing, and from the University of London (Msc in Management). He is a Sloan Fellow from London Business School (2005) and a Certified Internal Auditor (CIA) from the Institute of Internal Auditors.

Who Should Attend

Internal Audit Professionals of various levels and experience, external auditors or finance managers, accountants, consultants or compliance officers who need to perform internal audit assignments in the cultural environment of Mainland China or manage teams in China.

The course will cover different aspects of internal audit activities such as compliance, finance or performance works



Course Outline

During that training, we will firstly discover what it means for the internal auditor to develop cross cultural skills and introduce the tools for defining organizational cultures. Then we will discuss practical situations met by internal auditors in China Mainland and share practical tips to adapt various contexts. Based on recent research works and experience in China, the course will suggest guidelines and conditions for success and especially for the internal audit report being really implemented in Mainland China. For example:

- ◆ audit findings being consensually discussed
- ◆ audit results being seen as an achievement from the group rather than one individual
- ◆ giving positive and constructive feedbacks
- ◆ making clear agreements on working rules
- ◆ maintaining trust and respect between the members of the organization

During that course we will revisit the internal audit methodology roadmap and evaluate the need for cross-cultural skills along the internal audit process from planning to delivery of the audit report. By the end of this training the participants will become more aware of how to become a more effective professional in interaction with the business in Mainland China.



Some typical cross cultural skills in Mainland China include:

- ◆ communication skills in order to be more effective in interviewing and communication with Mainland Chinese people
- ◆ skills in order to become more effective in e.g. presenting draft findings in Mainland China
- ◆ skills in order to deal effectively with difficult situations in meetings and presentations
- ◆ skills for building cooperative relationships during conversations
- ◆ cross-cultural communication fundamentals to improve information gathering
- ◆ structuring presentations, meetings and interviews in the Mainland Chinese context
- ◆ practicing interviewing and questioning techniques
- ◆ dealing with opposition and effectively recognizing and dealing with resistance of different audiences
- ◆ tools to deal smoothly with different interests
- ◆ managing expectations of different stakeholders and audiences
- ◆ creating and supporting and motivating environment in Mainland China

Finally we will explore how the internal audit can act himself as a catalyst for culture change in organizations and the role of coaching

This course is very practical and includes self-assessments tests for participants to evaluate their skills and build on cross culture skills.

Details of the Administrative Arrangements are as follows:

Date : 17 February 2012

Time : 9.00 am – 5.00 pm
(Lunch and refreshments provided)

Registration : 8.45 am

Venue : TBA

CPE credit : 8 hours

Fee : S\$ 450 (IIA / ISACA Member)
S\$ 585 (Non-member)
*** NO GST payable**
****NO invoice will be issued**

Closing Date : 6 February 2012

Please return the reply slip together with your cheque made payable to “**The Institute of Internal Auditors Singapore**”. **No invoice will be issued.**

Registration Form

To: The Institute of Internal Auditors, Singapore
The Secretariat
138 Robinson Road #18-08
The Corporate Office
Singapore 068906
Tel: 6324 9029
Fax: 62205972

From: Mr/Mrs/Ms/Miss _____

Organisation: _____

Mailing Address: _____

Tel: _____ Fax: _____ Mobile: _____ Email: _____

Name of Attendee	Designation	IIA / ISACA Membership No. (where applicable)

Terms and Conditions:

1. Notification of withdrawal in writing received **seven working days or more before** the event will be processed for refund after deduction of \$100 processing fee.
2. No refund will be made for shorter notice but you are welcome to send a replacement.
3. Registration is only confirmed when full payment is received. An official receipt will be sent to you.
4. Payment must be received **before** commencement of the event.
5. **No invoice will be issued.**
6. IIAS reserves the right to cancel, postpone, alter the programme and/or change the speaker due to unforeseen circumstances.
7. Request for special food arrangement must be made at time of registration.

Enclosed is cheque number _____ for S\$ _____ being payment for _____
IIA / ISACA member(s) @ S\$450 and _____ non-member(s) @ S\$585.

Participants will be awarded 8 CPE hours upon completion of the course.

[Cheque should be crossed and made payable to "The Institute of Internal Auditors Singapore"]

>>>> Complete and Email/Fax to : secretariat@iaa.org.sg / (65) 6220 5972 for Reservation <<<<<