

STAFF EXCHANGE PROGRAM

2018



A fantastic way to gain global experience! This program is designed to enhance global awareness, encourage the development of cross-cultural perspectives, widen the participant's skill base and ability to develop innovative ideas through exposure to different office environments and work practices.

OBJECTIVES

The objective of this program is to encourage staff exchanges between PCN members with several goals in mind:

- 1) To promote long-term relations between Members.
- 2) To strengthen links and encourage broader interaction between Members.
- 3) To allow key staff members to better understand the procedures of their fellow members, thereby generating greater understanding of their operations.
- 4) The programme encourages staff with different area of expertise to build skills in areas where they have little knowledge.
- 5) To enhance the individual skills and professional experience of key staff.

GUIDELINES

- To gain maximum benefit, exchange programmes are recommended to be a minimum of two weeks.
- The funding of travel and accommodation costs must be agreed mutually between the 2 participating Members.
- An Assignment Description must be written and agreed mutually between the 2 participating Members before the exchange takes place.
- We recommend that participating staff should have worked at the Member company for a minimum of 12 months.

'ADVISOR' SYSTEM

It is strongly recommended that host Members designate an 'Advisor' for the participating staff. This will provide the arriving staff with a person to whom they can readily turn for information and advice.

CASE STUDY

Recognizing that there are often cultural differences in terms of business acumen and conduct, Realco Logistics (Taiwan) and Canaan Shipping (Canada) decided to send one individual each to learn about the respective company and their country's culture to hopefully develop more projects and joint sales leads together.

The first candidate was Mr. Curt Chen who had been at Realco Logistics for two years. A three-month training program was established focussing on 4 pillars: Language and Cultural Exchange; Business Operations; Country Specific Industries and Specific Clients Assignment. President of Canaan Shipping, Mr Patrick Lo said: "Not only was there theoretical knowledge, but we had 1 person assigned to walk him through specific files and clients. There was a weekly report updated back to the Head Office from Curt." After a very successful 3 month program, Curt returned to Taiwan.

Patrick added: "The learning was extremely productive. However, we soon realized that 3 months was quite limited. As a result, we applied for a 1 year working permit for Curt. Thus, Curt has just completed a full year at Canaan and will be returning to Taiwan in December. We will then be sending one person from our office in 2018 for the similar experience."

Realco Logistics and Canaan Shipping have listed the below as the benefits of the Staff Exchange:

- **Millennials are often looking for travel/out of country experience. This provides a positive attractiveness for companies to do this program.**
- **Better relationship building between PCN Members**
- **Generation of mutual sales leads for projects**

TO REGISTER INTEREST

To register your interest in this programme (either as a host or to be a visitor), please email: rachel@projectcargonetwork.com