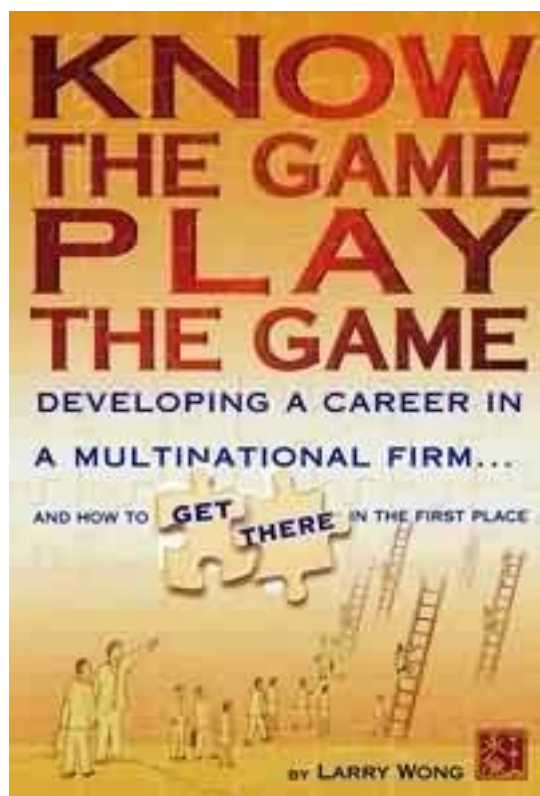


Know The Game, Play The Game



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Know The Game, Play The Game takes a fundamental approach to what it takes to develop a successful career in a multinational company. Like any game that you participate in, the more you understand the rules, the better sense you have for the game's strategy, and the more you can anticipate the moves of the players involved, the better your chances are for succeeding. This is the initial challenge for many mainland professionals who are seeking opportunities or greater roles within multinational companies. They wish to participate in a business environment that is

relatively new to them, but don't yet have the insights into what multinational managers value most with regards to an employee's capabilities and promotability. They have had limited exposure to the corporate environments and management practices that they must understand better in order to develop the right type of skills and professional habits to succeed.

Of course, the easiest advice to give someone wishing to gain world-class business and management skills is to obtain an MBA from abroad, preferably

from a well-known educational institution such as Harvard, Wharton, Stanford, or some other world-class MBA program. This is certainly an attractive option for those fortunate enough to be able to study overseas. But how many mainlanders have the money or resources to afford such an investment? For the overwhelming majority, this is not a realistic solution.

That's why I've written this book. It's for those mainland professionals who need another alternative to gaining a deeper understanding of the multinational corporate world, and to acquiring international capabilities and perspectives through the resources available to them here in China. Although the career development opportunities that a multinational firm can offer are excellent, getting there is a high hurdle to clear for many. And once inside, advancement to a top management position is a real challenge. This book shares those insights into how multinational companies operate and how their senior management teams think. It provides practical advice that makes the prospect of finding a job and developing a career with a multinational company more accessible.

Fortunately, with far more footsteps to follow today, knowing how to attain a promising position and develop one's career in a multinational company is much easier compared to just a few years ago. Increasingly, there are examples like Steven Song who are optimizing the opportunities available to them and making themselves highly desirable to international firms. The experiences that this book shares come from mainland professionals who have never before worked or studied abroad. Yet, they are successfully advancing their careers in leading international companies. They've either done it the smart way, or learned it the hard way.

This book also addresses basic, but difficult to answer issues that hold back many from attaining a promising opportunity. It identifies key skills that international managers seek, and provides job search advice to help you pursue attractive openings. It highlights the realities you'll encounter, such as higher performance expectations, cultural adjustments, and new business practices. From the anecdotes shared, I believe you will be able to relate to many of the situations I have written about.

作者介绍:

Larry Wang is the founder and CEO of Wang & Li Asia Resources, a leading recruitment firm that specializes in placing bilingual, international-caliber professionals with multinational firms in Greater China. His first book, *The New Golden Mountain*, is an acclaimed resource for many returnee and overseas Chinese developing regional careers. Mr. Wang has been working in Greater China since 1990. He currently lives in Beijing.

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评论

确实写到很多在MNC里面生存的相关soft skills，写得还是蛮实在的。要点基本上都以粗体罗列出来了，所以我就粗略的翻看了一下，基本上就是自己工作这么多年来学习总结的一些经验

hunter送的书，随便看看~

想进跨国企业，你得有哪些能力。。。话说，很多都是天赋，没点开的就算了

虽然十年过去了，但书中大部分内容还是有参考价值的。

很好的一本书

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书评

《知己知彼——如何到跨国企业工作》的作者是个美籍华裔Larry Wang，在大中华区开了猎头公司，这是他关于职业规划的第二本书，关于如何在跨国企业展开成功的职业生涯。我拿到的这本是作者在上海亲自签名赠与漂流瓶的捐书人Christy的，感谢捐书人，很有意义，书中文字不再冰冷。...

the book is recommended by a HR during an interview which interested me a lot. Can't wait to read. But where to download or buy? Pls, pls let me know.

这本书是用英文写成的. 后来翻译成中文的. 我没有见到英文的版本, 我奇怪的地方是 -- 这个中文版的责任编辑是个中国人(范伟, 起码从名字上看起来像). 中文版和英文版的责任编辑不应该是一个人吗? 这只是一个疑问, 不重要. 重要的是这个责任编辑好像没有真的做到对读者的"知己知...

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