



Editorial Team

- Li Liu**
WN Asia Leader
- Carrie Lin**
WN China/Korea Leader
- Sydney Lai**
WN Asia CMNs Leader
- Rachel Zeng**
Chief Editor/WN China CMNs Leader
- Psyche Huang**
Editorial Coordinator
- Xiaojin Shen**
Distribution Coordinator

Hub CMNs Leaders

- Helena Jin, Rong Hao, Lisa Wei**
WN Shanghai Hub
- Fiona Wang, Cathy Ma**
WN Beijing Hub
- Lisa Xu**
WN Wuxi Hub
- Connie Ye**
WN South China Hub
- Ping Alison Phiong**
WN Hong Kong Hub
- Jennifer Cheng**
WN Taiwan Hub
- Vera Wang**
WN Zhejiang Hub
- Vicky Bai**
WN Northeast Hub
- Annie Li, Liza Li**
WN Southwest Hub

A New Highlight in Beijing Hub - GE Chorus Warmly Welcomed by Employees



From May of 2009, GE Women's Network Beijing Hub has launched a new family member – GE Chorus.

At the beginning of April, Beijing Hub conducted an online survey to collect members' ideas on Women's Network events. Susan Zhou contributed the brilliant idea of establishing a chorus team, which immediately won consentience among hub members. Within three days after the pre-registration announcement, over 130 members across various business units signed up for the training. ...

For full story, please click [HERE](#)

What Happened

- Shanghai**
 - 2009 GE Kids Imagination Artwork Contest Ended in Great Pleasure
- Beijing**
 - GE Gains Popularity at Tsinghua Campus
 - Action and Interaction: Attend Online Survey and Win Gift
- Wuxi Hub**
 - Graceful Yoga
- Hong Kong Hub**
 - Lunch with Jacqueline He for Career Coaching
 - MyConnections Lunch with Dr. Jean Wu for Healthy "Women" Life
- Taiwan Hub**
 - Mini LEAN Lecture by Ted Chen
- Zhejiang Hub**
 - Nutriology & Health Speech
- Northeast Hub**
 - Family Financial Management Lecture
 - Mother's Day Celebration
 - "How to Excellently Present Yourself" Training
- Southwest Hub**
 - Love Your Life, Care for Your Health

What's Coming

- Shanghai**
 - How to Look 10 Years Younger
- Beijing**
 - Quick Tips for T-con Effectiveness
 - Roundtable with Yang Dan
 - Launching of Reading Club
 - Panel Discussion with University Students on Female Technology Career
 - Field Trip with School Kids
 - The Secret of Success: Women in the Commercial World
- Wuxi**
 - Love Action-Donation of Clothes
 - Sharing Session of China Women Career Development from Liu Li
- South China**
 - Great Journey for Green Energy
- Taiwan**
 - Peer Coaching
 - Expanding Social Network
- Zhejiang**
 - Know More about Finance
 - How to be Presentable
- Northeast**
 - How to Look Good under Work Pressure
 - Best Practice Sharing of Career and Life Balance and Stress Handling
 - Baby Day
 - Tea Talk with Hub Members
- Southwest**
 - How to Communicate with Others
 - How to Develop Your Career in GE
 - Use Your Imagination-Wine Tasting

Who's Who

- Ingrid ZHU**
Quality Leader-GE Transportation China

A Good Book to Share

- Jeff Immelt and the New GE Way

Career Spotlight

- Gets to Know ECLP



Contact us



A New Highlight in Beijing Hub - GE Chorus Warmly Welcomed by Employees



Margaret Lee kicked off GE Chorus - A new initiative originated!

From May of 2009, GE Women's Network Beijing Hub has launched a new family member - GE Chorus.

At the beginning of April, Beijing Hub conducted an online survey to collect members' ideas on Women's Network events. Susan Zhou contributed the brilliant idea of establishing a chorus team, which immediately won consentience among hub members. Within three days after the pre-registration announcement, over 130 members across various business units signed up for the training.

Margaret Lee and Yan Chen, Women's Network Beijing Hub Leaders, provided great support to this new initiative. On May 6, Margaret kicked off GE Chorus for Kerry Center and Hanwei Plaza, while Yan kicked off for Yizhuang Healthcare Center on May 7. Susan Zhou, Suellen Tao and Linda Li, three event leaders also devoted a great amount of time and efforts to these events, which is greatly appreciated by event participants.



Male colleagues are welcomed to GE Chorus, teamed by different voice parts

A chorus can't be a true chorus without the attendance of both male and female participants. Although it's an event held by GE Women's Network, the training scope is not confined to female colleagues only. According to the survey result that 78% GE staff agree male colleagues should be invited to Women's Network events, thus Beijing Hub instantly made adjustment for this year: male colleagues are also warmly welcomed to join the Chorus team.



Mr.Wen looks so young though aged over 60 - Secret is Singing!

Having won an array of honors in Beijing chorus competitions, Mr. Yuan Wen, former Chorus Impresario of Chinese Musicians Association and bass singer of Central Philharmonic Orchestra, has the experience of leading a lot of corporate and community chorus teams. He divided the Chorus to four different voice parts: soprano, alto, tenor and bass and started training which mainly focuses on chorus practice, music knowledge and vocalization. Mr. Wen is especially good at using simple words to explain complicated music theory and using vivid examples to strengthen the impression. Although most of chorus members didn't take any singing class before, they quickly picked it up and made great progress.

After weeks' cooperation with GE Chorus attendees, Mr. Wen was very impressed by the quick progress of GE staff: " I always believe that practice makes perfect. So keep practicing, their progress will be even more tremendous. And I am eager to recommend GE Chorus to attend public performances. China will celebrate the 60th anniversary in October. There will be chorus competitions and community non-profit performances in Beijing. I am sure GE Chorus will conduct excellent performances. And I am looking forward to that!"

Until now, Beijing Hub has already successfully held 8 chorus events in downtown and in Yizhuang site, which received a great amount of positive feedback. Per members' request, training has been changed from bi-week to weekly event for more chances and better learning effect.

GE Chorus not only brings employees a lot of formal music training, but also provides a relaxing platform for them to communicate with each other after work. We bless GE Chorus can quickly grow and mature and devote their wonderful shows to the October celebration and GE annual party!



Yizhuang's colleagues are attracted by Mr Wen's professional training



Shanghai Hub — 2009 GE Kids Imagination Artwork Contest Ended in Great Pleasure

With great joy and compliments, 2009 GE Kids Imagination Artwork Contest came to a happy ending.

As part of the kid education programs of WN Shanghai Hub, GE Kids Imagination Artwork Contest was organized as an art competition held around Children's day and open to every GE kids 4 to 12 years old.

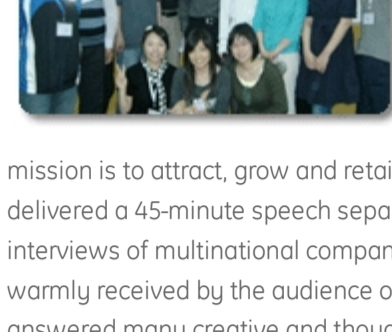
57 pieces of artworks in four categories of calligraphy, painting, photographing and handwork were collected from 53 young artists from both CTP and CTC families, and displayed at CTP hallway for employee voting. Although the event took place during lunchtime, over 700 employees joined the voting, and finally, 12 young artists with most votes won the competition. Our employees loved all these works and every young artist was received an award and certification as souvenir.

The amazing artworks full of imagination and inspiration received an enthusiastic response. Actually, these eye-catching artworks even made adults feel humble. "Well, they are even better at this than me," over a dozen of colleagues said. "Some of them may be not very skillful, but all have some different creative ideas inside, and as you will agree, this is what we cherish most."

Aren't these artworks attractive to you? Just join us and congratulate to all these GE young artists!



Beijing Hub — GE Gains Popularity at Tsinghua Campus



In April, the GE Image initiative organized two events at Tsinghua University to promote GE Women's Network among young female students.

On April 9, GE Image Initiative invited two human resources recruiting specialists to conduct a workshop on how to find jobs with delicate resume and effective interview at Tsinghua University Career Center. The workshop, as one of the activities of Career Development Month in Tsinghua University, was kicked off with a short introduction by Hu Bo of GE Women's Network, whose mission is to attract, grow and retain female talents. Then two HR colleagues, Chen Yu (Wilson) and Luan Weiqi (Louis) delivered a 45-minute speech separately, to help answer how to be well prepared for resume screening and interviews of multinational companies like GE. The speeches were full of real-life examples and humor, and were warmly received by the audience of a size around 50. During the 30-minute Q&A session, Wilson and Louis patiently answered many creative and thoughtful questions from Tsinghua students. After the event, both organizing committee and students expressed very positive feedback: "This opportunity to connect with human resources team is essential and beneficial for students, not only for those graduating soon, but also for anyone who is eager to gain some work experience as in internship."

On April 15, Carrie Lin, leader of GE Women's Network China and Korea hub, was invited to deliver a speech on "How to become a successful woman" at Tsinghua University, which was the second time for her to give speech as an alumna. The session was very well received by around 60 participants. After sharing her exciting career stories and rich work experiences, Carrie touched upon many topics which were related to female career development, including how to make decisions in dilemma, how to start career after graduation and how to keep life and work balance, etc. Lastly Carrie answered many specific questions that were brought up by students before and during the speech. After the session, attendees even required a private conversation with Carrie for further questions.



More splendid events focusing on migrant school student organized by GE Image will soon be launched in the second half of 2009. So please stay tuned!

Action and Interaction: Attend Online Survey and Win Gift

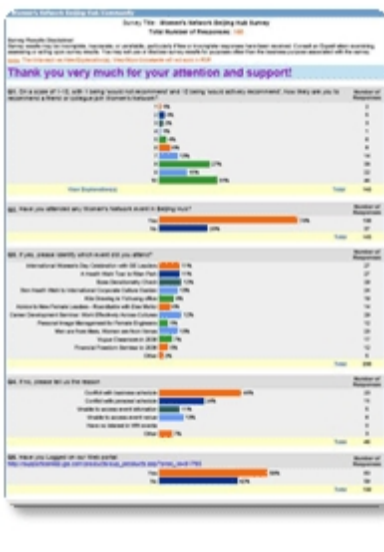


On April 3, Beijing Hub conducted an online survey to collect opinions and ideas about GE Women's Network in Beijing from employees. The survey achieved very good responses and received feedback from 143 members.

More than half of the attendees put forward their suggestions to the Beijing Hub. Some advise that Women's Network should pay even more attention to the event timing, because 68% members have encountered schedule conflicts between their work and hub events.

Others recommend inviting more male colleagues to participate in hub activities. Overall, most attendees confirm that the hub events have brought great benefit to them and they are looking forward to more new events, such as chorus and reading club. Among all the events that Beijing Hub holds, Career Development, Work-Life Balance, Health and Entertainment are voted to be the hottest topics.

To appreciate participants' support, Beijing Hub held a lucky draw and bestowed wonderful gifts to winners. Margaret Lee and Yan Chen, Beijing Hub leaders, drew ten winners on the kick-off meeting of GE Chorus. Employees from GE Healthcare accounted for half slots and became the biggest winner. Let's congratulate the winners and thank for all responders' strong support!



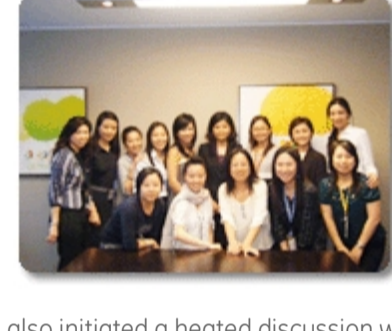
Wuxi Hub — Graceful Yoga

Yoga, originated from India, is now well practiced in China, since it can not only bring physical benefits but also be helpful to people's mental health. Women's Network Wuxi Hub, under such background, launched yoga classes in office for GE female employees, who usually do not have time to exercise because of busy working schedule.

This first yoga class was held on May 20 with around 30 participants. The instructor invited from Youji Yoga taught basic yoga poses step by step, guiding attendees to experience a wonderful refreshing journey after one-day's busy work.

The class was so interesting and meaningful that no one even noticed the time passing. When reaching the end, the class was highly praised by almost all participants who were happy to share their feedback with us: "It's very convenient and conducive to hold such yoga class. Apart from building our physical fitness, it also benefits our mental stability. We are eager to join the next class!"

Hong Kong Hub — Lunch with Jacqueline He for Career Coaching



On May 8, hub members in Hong Kong met again in Lee Gardens with Jacqueline He, GE China & Asia's Organization & Staffing Manager, whose key focus is to drive talent attraction, development and retention initiatives across businesses. Jacqueline also has a wealth of experience within GE and across many multinational companies.

During the event, Jacqueline shared her unique perspective on career choices, tips to be successful at GE and advice on work-life balance. HK hub members also initiated a heated discussion with Jacqueline on the Performance, Image, Exposure (PIE) model for development and key steps on career planning. This luncheon provided a great platform for employees from different divisions across GE to learn and share experiences together and to benefit from different perspectives. On this occasion, hub members got an opportunity to bond with one another in a relatively relaxed atmosphere.

As all good things must come to an end, so did this fun and enriching women network's event. All participants expressed their eager anticipation for the next meeting.

MyConnections Lunch with Dr. Jean Wu for Healthy "Women" Life

In the 21st century, the main aim for organizations such as World Health Organization (WHO) is to improve the health of populations. We live in a world where the problem of aging population, global obesity epidemic, cardiovascular disease, diabetes and other chronic conditions are happening in front of our own eyes. Health becomes more important not only to ourselves but also to the people around us.

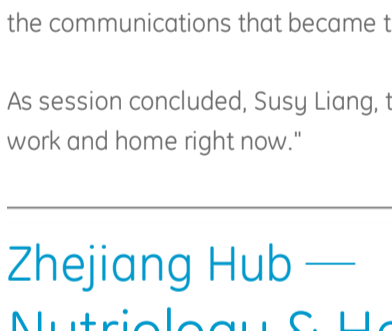


To kick off an exciting year for the myConnections group, the GE Women's Network Hong Kong Hub had the privilege of hosting a luncheon by Dr. Jean Wu, Medical Director for Greater China. Jean brings over 20 years of experience as a medical doctor and is currently part of the national executive team leading the build-up of GE Greater China Medical/Health Service infrastructure.

In the 2-hours luncheon, Dr. Wu shared about her experience in the medical field and some healthy tips in our daily lives, especially how to keep a balanced diet. What was the most important of all were the issues relating to women's health. A key part of this event was the Q&A session where each person was given the opportunity to consult with Jean about many health-related questions.

All the ladies enjoyed Jean's accompany while taking this opportunity to get better acquainted with the myConnections group.

Taiwan Hub — Mini LEAN Lecture by Ted Chen



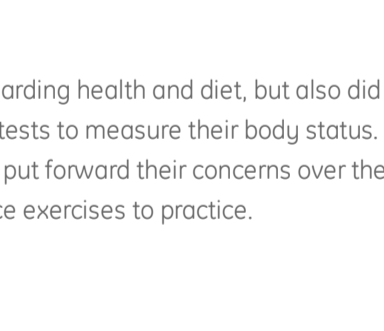
On April 1, GE Taiwan Women's Network welcomed Ted Chen from Healthcare to deliver a mini LEAN lecture. As to LEAN, different people would have different sets of interpretation. Ted shared with GE women his view upon this topic.

In his presentation, Ted looked beyond the surface of our daily life and taught a good way to change observations and resolutions into organized actions for work and life efficiency. His lecture not only clarified the essence of LEAN but also listed its wide applications. The most important thing he emphasized was the communications that became the foundation of implementing LEAN in life.

As session concluded, Susy Liang, the Taiwan Women's Network hub leader, concluded well: "We are eager to try it at work and home right now."

Zhejiang Hub — Nutriology & Health Speech

In order to improve employee health, WN Zhejiang Hub invited Dr. Yang Jun, an experienced nutritionist to hold a Nutriology & Health Speech on June 12, which brought together 40 female employees from Corporate and Energy.



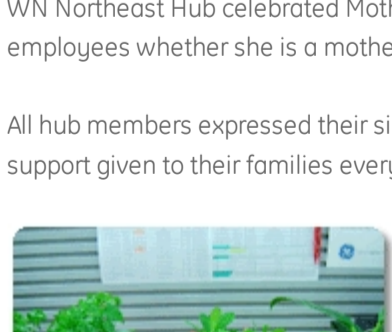
Dr. Yang Jun divided the whole lecture into three sessions: how to know self-health, how to arrange meal and how to handle daily health problems.

In each session, Dr. Yang elaborated on some theoretical knowledge upon health and diet, such as the basic definition of health and non-health, critical factors to our health, the importance of balanced meal and early symptoms of adiposity and anxiety. She especially enumerated 5 principles of healthy diet for employees to follow: proper food at proper time, eat the primary food, eat the fresh food, eat the colorful food, and be cautious to the tonic.

During the lecture, GE employees not only obtained some useful knowledge regarding health and diet, but also did some self-tests including balance test, skin recovery test and other easy health tests to measure their body status. Everyone had positive feedback to those practical tests. At last, employees also put forward their concerns over the problem of health and diet to which Dr. Yang provided some useful tips and office exercises to practice.

This whole speech lasted 1.5 hours and appreciated by all the audiences.

Northeast Hub — Family Financial Management Lecture



Good financial planning is important to maintain a stable financial household. In order to enhance the financial awareness, WN Northeast Hub organized a family financial management lecture in Shenyang on April 24 2009. Delivered by Xu Yangyang, financing manager of China Merchants Bank, totally 24 female employees attended this event.

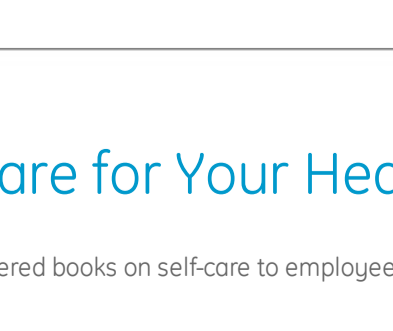
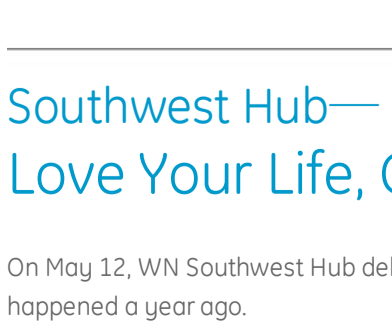
During the speech, Ms. Xu shared her analysis about present economic situation and capital market, and introduced how to choose suitable financial management for hub members. She illustrated examples about money saving and automatic investment mutual plan, as well as how to choose the most suitable investment on different stages in life. Her good presentation and experience sharing impressed every hub member.

All attendees learned a lot from the two-hour lecture and expressed their gratitude for our special guest's effort. Good family financial management tips shared in the lecture will benefit all participants in their future daily life.

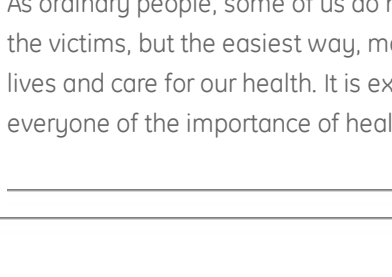
Mother's Day Celebration

Mothers are often regarded as the most diligent and greatest people in the world. In honor of their self-giving love, WN Northeast Hub celebrated Mother's Day by delivering beautiful potted plants as gifts into the hands of 80 female employees whether she is a mother or a would-be-mom in the future.

All hub members expressed their sincere wishes for mothers' health and happiness, thanking them for their love and support given to their families every day of the year. On their holiday, let's applaud for all mothers in the world!



"How to Excellently Present Yourself" Training



On May 20 2009, WN Northeast Hub invited Nina Dankfort-Nevel, Senior HR Manager of Energy Infrastructure in China and Asia, to give female employees training under the topic of "How to excellently present yourself".

As a GE veteran, Nina firstly shared with hub members her career experiences in the company. When it came to the topic of presentation skills, she emphasized the importance of being a good presenter and listed examples about how to excellently present oneself. She also pointed out that good presentations in public would help people have the upper hand both in daily work and potential promotion. And it would be even better for employees to employ some useful communication skills that could win deep impression in the first meet. In the Q&A session, the attendees interacted well with Nina by raising questions such as how to conquer their disadvantages to be a good presenter and so on. Nina patiently answered all the questions and provided a wealth of tips.

During two hours' training, all participants were deeply impressed by Nina's experience and expressed their sincere thanks to her excellent presentation.

Southwest Hub — Love Your Life, Care for Your Health

On May 12, WN Southwest Hub delivered books on self-care to employees in memory of the grave 5.12 earthquake happened a year ago.

Every hub member received a book named 《求医不如求己》, which teaches many simple but effective massage skills to help employees better take care of themselves. The most well-known and easy-to-do principle advocated in the book is to take 15 minutes a day away from work, which could be helpful to build a more healthy life.

As ordinary people, some of us do not have the opportunity to make direct contributions to quake-stricken areas and the victims, but the easiest way, maybe also the best way, to commemorate the victims is just as simple as loving our lives and care for our health. It is exactly under this purpose that WN Southwest Hub organized this activity to remind everyone of the importance of health.




Ingrid ZHU

Quality Leader - GE Transportation China


Ingrid ZHU is Quality Leader for GE Transportation China, she is qualified MBB. In her role, Ingrid leads the overall project quality across all P&Ls in China including over \$500M China Mainline project execution. In addition to that, Ingrid is also responsible for providing leadership and direction to cross-functional team empowered to execute the Lean Six Sigma strategy to improve business process efficiency. Ingrid joined GE in 1997 as a TLP Representative for GE Lighting in China. In 1998, Ingrid took Sourcing BB role, where she helped develop Sourcing process as well as identify cost reduction opportunity to improve material productivity. After that, Ingrid spent 7 years in Sourcing including 2 years in China for GE Lighting as

Sourcing manager for direct material and 5 years in US as Indirect Sourcing leader for GE Healthcare.


Ingrid holds a BS in Chemical Engineering from SH Chemical Institute in China and a BS in Business Management from Singapore Institute of Management.

 **Q1: First of all, congratulations on your promotion to EB last year! Do you have any advice for other female professionals on how to be prepared for a senior leadership role?**

A: Thank you ! I think I am fortunate enough to grow my career within GE over the past 12 years, which give me the opportunity to build up experience in different functions across different GE businesses. I think the golden rule for success which we all need to learn is to believe what you do and never afraid of any new challenges, also have a can-do attitude first, then you accumulate your experience and capability, don't worry about the opportunity, it is always there for you in GE.

 **Q2: As a WN veteran, what are your thoughts about GE Women Network's influence on female leadership development? In what way do you think the network has benefited your personal career development at GE?**

A: GE Women's Network is a great platform to get female employees stay connected. Especially given that female employees are under pressure from both career and family, how to help our female employees get inspired, relaxed and enjoyed from daily work is our goal.


 **Q3: Reviewing your career path, we noticed that you have taken several roles in different businesses. Are there any challenge that you faced and how did you take the transformation across various businesses of GE?**

A: I think to build up functional expertise is one important piece, also you need to quickly figure out what should be the key metrics


for your function, i.e. what's the key deliverables as a Sourcing manager, what key measurements for a quality leader, etc. Once you know those, you know what information is important for you to learn, this helps you to shorten your learning curve as well as to quickly build up your business acumen.

 **Q4: Do you have any advice for other female professionals who are faced with potential transformations in their career?**

A: Three key points are needed to bear in mind: 1. don't afraid of challenge 2. bring your can-do attitude 3. learn how to prioritize, you will be 80% close to success, another 20% is hard-work !

 **Q5: We know that you have two lovely children. Taking great responsibilities both at work and at home, how have you maintained your work/life balance?**

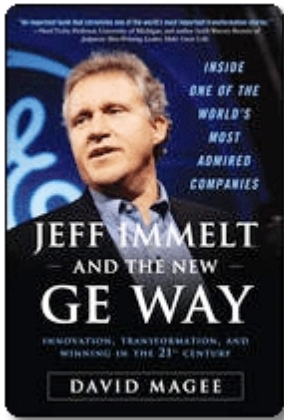
A: It's always a challenge for a working mom. I don't have too much tips to share. I just make sure when I spend time with my kids, they really enjoy the time as their mom is talking the same language as they are, and we play lots of games at home during the weekend. Have fun with my kids, quality time is always rememberable.

 **Q6: Can you share with us something interesting about yourself that most of us don't know?**

A: I was a basketball player in the school, my mom was a professional basketball player and she and Yao Ming's mom were in the same team. But it's a pity that I am not as tall as mom, so she has to hope my daughter can exceed her in future.



Jeff Immelt and the New GE Way



Written with the full cooperation of Immelt and GE senior executives, Jeff Immelt and the New GE Way tells the amazing story of how Immelt defied the skeptics and successfully reengineered one of the world's oldest and largest global conglomerates to meet the challenges of the 21st century. It offers an unparalleled opportunity to learn how it's done from a master, detailing the trendsetting innovations Immelt pioneered that have made his vision a reality, including:

- Mandating non-stop, company-wide innovation
- Making customers partners in growth through Customer Dreaming Sessions
- Developing region-specific products and services
- Partnering with the most promising new-technology upstarts
- Going green with a hugely successful Ecomagination initiative
- Fostering a non-stop learning environment

As Esquire magazine said when it named Jeff Immelt one of The 75 Most Important People of the 21st Century: "The day will come, when GE chairman and CEO, Jeff Immelt, will be viewed as the prototypical leader for the new century."

WN China team strive to further improve the e-newsletters, one of the key communications platform at WN China, by making them more informative, more readable and of greater value to the career advancement of our female employees. In this effort, this column, "A Good Book/Movie to Share" is created for you to share your thoughts about and takeaways from a book you read or a movie you watched which inspired you, touched you, made you smile or moved you to tears... Just any book/movie you'd like to recommend and share your insightful thoughts about with WN members!

Please send your recommendations on the books/movies to the Communications Leader of your Hub together with few sentences of your endorsement, and we'll have the selected recommendations published in the next issue of e-newsletter. Thank you and we look forward to hearing from you soon!



Gets to Know ECLP

What is ECLP?

Experienced Commercial Leadership Program (ECLP) was launched in 2002 and sponsored by Jeff Immelt. The purpose of the program is to develop talented individuals with marketing and sales experience into future GE leaders, and accelerate GE's evolution from process-focused culture to a commercially focused one.



What will you get from ECLP?

Three high impact rotations aligned to a business; six weeks of sales, marketing and leadership training; executive leadership lectures and exposure. You will also be part of a strong ECLP network inside and outside GE with 250 global members and over 600 alumni in 16 countries around the world. ECLP is a career differentiator that will create opportunities for you to drive growth and lead change.

ECLP WIC

ECLP Women in Commercial (WIC) has a strong connection with GE's women network, which provides a great platform for ECLP female members to get to know other women talents and expand their network in GE through WIC activities.



What is new for ECLP?

—Government Run ECLP

"The interaction between government and business will change forever. In a reset economy, the government will be a regulator; and also an industry policy champion, a financier, and a key partner."

----- Jeff Immelt

In 2009, GE launched Government Focus ECLP class, which focuses on translation of stimulus provisions to sales, identifying/ quantifying new opportunities, and developing value proposition/strategies. Government Run ECLP would fill Government Sales or Government Marketing Role after the 2-year program. Candidates can apply through ge.com/careers or contact ECLP China Pole Manager (Nancy Peng) for more details.

Wish to know more about ECLP life? Please check

ECLP website:

http://supportcentral.ge.com/products/sup_products.asp?prod_id=36103

China ECLP website:

http://supportcentral.ge.com/products/sup_products.asp?prod_id=24677