

# **Growing Together Under China+1: Helping Local Employees Embrace Partnership, Not Replacement**

## **Introduction**

As more Chinese investments and professionals enter Malaysia under the China+1 strategy, the business narrative often focuses on capital, technology, and expansion. However, on the ground, local employees may quietly ask a different question: “Are they here to support us, or replace us?” This perception gap can create insecurity, resistance, reduced collaboration, and disengagement. When communication is unclear, even positive investment can be misinterpreted as threat. If not managed properly, fear of job displacement may lead to talent loss, low morale, and silent withdrawal of effort.

This programme is designed specifically to help local employees understand the broader business context of China+1 expansion, appreciate the value of incoming expertise, and recognise how collaboration can strengthen—not weaken—their career growth. At the same time, it provides leaders with tools to reinforce job security messaging, clarify roles, and create visible pathways for local development. The focus is reassurance, empowerment, and mindset alignment. The objective is to move employees from anxiety to opportunity, and from suspicion to shared purpose.

## **Programme Objectives**

1. To help local employees understand the strategic rationale behind China+1 expansion.
2. To reduce fear of job displacement through clarity, transparency, and role alignment.
3. To strengthen appreciation of knowledge transfer, technology upgrade, and growth opportunities.
4. To build a collaborative mindset between local staff and incoming Chinese professionals.

## **Learning Outcomes**

By the end of the programme, participants will be able to:

1. Explain the purpose and business benefits of China+1 expansion in simple, practical terms.
2. Distinguish between support roles and replacement risks through clear role mapping.
3. Identify personal growth opportunities arising from new expertise and investment.
4. Demonstrate collaborative behaviours that strengthen partnership across cultures.
5. Develop a personal action plan to remain relevant and competitive in the evolving workplace.

## **Program Outline**

### **Day 1:**

#### **Understanding the Bigger Picture and Reducing Fear**

##### **Module 1: What China+1 Means for Our Organisation**

- Why companies diversify supply chains
- Why Malaysia is chosen
- Business growth vs job replacement myths
- Real examples of expansion creating more roles

##### **Module 2: Addressing Job Security Concerns Directly**

- Common fears among local employees
- Fact vs perception exercise
- Understanding productivity, competitiveness, and sustainability
- How growth protects jobs long term

##### **Module 3: Role Clarity and Complementary Strengths**

- Local workforce strengths
- Incoming expertise strengths
- Complementary capability mapping
- Preventing duplication anxiety

##### **Module 4: The Value of Knowledge Transfer**

- Learning from technical experts
- Exposure to global standards
- Upskilling and certification opportunities
- Turning collaboration into career leverage

### **Day 2:**

#### **Building Confidence and Collaborative Culture**

##### **Module 5: Shifting Mindset from Threat to Opportunity**

- Scarcity mindset vs growth mindset
- Emotional reactions during change
- Building personal resilience

##### **Module 6: Communicating with Confidence**

- Asking questions without fear
- Clarifying expectations early
- Avoiding gossip cycles
- Raising concerns constructively

### **Module 7: Career Growth in an Expanded Organisation**

- Internal mobility opportunities
- Skill upgrading pathways
- Positioning yourself as indispensable
- Becoming a bridge between cultures

### **Module 8: Personal Relevance and 90-Day Growth Plan**

- Identify 3 new competencies to develop
- Define collaboration commitments
- Create a 90-day relevance action plan
- Commitment pledge session