



CHINA NETWORK
BADEN-WÜRTTEMBERG
巴登符腾堡中德经济协会

CNBW Young Leaders Mentoring Program 2026



Get executive sparring



Direct 1:1 access to senior executives with deep China and leadership experience.

Strengthen your leadership skills



Sharpen your leadership profile in the Sino-German business context.

Define your career path



Formulate career goals with senior executives and learn how to execute them.

A Selective Leadership Format

The **CNBW Young Leaders Mentoring Program** is a selective leadership format designed for experienced professionals with active China exposure.

It is built on clear expectations, defined objectives & a strong mutual commitment between mentors & mentees.

Participation is limited to six Young Leaders to ensure depth, trust, and meaningful executive-level exchange.





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Program Structure

- Program duration: 6 months (July–December)
- One-to-one mentoring format
- Individual scheduling between mentor and mentee

Selection & Matching Process

To ensure mentor–mentee fit, the program follows a structured selection process

1. Submission of application documents
2. Pre-selection based on eligibility criteria
3. Structured assessment (in cooperation with Kienbaum Shanghai)
4. Individual mentor–mentee matching

Applicants who are not selected could receive individual feedback as part of the selection process.

Application Requirements

Applicants are asked to submit:

- CV (English)
- Motivation statement covering:
 - Leadership responsibility
 - Current China exposure
 - Development objectives for the program

Application Deadline: 01. June 2026

Send your application to
young-leaders@china-bw.net

Eligibility Criteria

Mandatory

- Min. 5 years of professional experience
- China-related business exposure
- Leadership responsibility
- CNBW Membership

Bonus

- Chinese language skills
- Study or Expat experience in China
- Experience in Business Transformation & Change Projects



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YOUR MENTORS



Titus von dem Bongart

Senior Partner (on secondment) & Emeritus
EY



Qian Chen

Executive
Lufthansa Group Airlines
(form. Chief Representative Greater China)



Ulrike Glück

Managing Partner
CMS China



Anja Hendel

Independent Technology Expert &
Supervisory Board Member



Dr. Stefan Lätsch

Managing Director
Brüggemann



Andreas Odrian

form. Senior Executive
BNP Paribas



Bernd Pichler

form. Managing Director
Aston Martin Greater China



Dr.-Ing. Jens Puttfarcken

Président
Porsche France SAS
(form. President & CEO Porsche China)



Dr. Benjamin Thoma

Division Vice President & BU Manager
CAMECA (AMETEK Group)



Peter Willemssen

President APAC
Webasto



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YOUR COMMITTEE



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You still have questions?
Contact us!

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Join our Young Leaders
WhatsApp group!





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