Leading Across Cultures

Developing Global Cross-Cultural Competency

A critical skill for those aspiring to manage global teams effectively

* Includes Individual Inter-Cultural Awareness Profiler and Team Roles Tools

From Local to Global –
Honing International Leadership Skills

In the increasingly expanding global marketplace, executives and leaders need to adapt to a culturally diverse environment. All aspects of business, including relationship building and problem-solving, are impacted by culture.

The two most significant dimensions that hamper team effectiveness are:

- The Cross Cultural Impact, and
- The way we think, behave and inter-relate when functioning as part of a team.

This unique programme equips leaders to build, develop, nurture and lead global teams by equipping them with a deep understanding of

- The seven dimensions of cross culture, and
- The nine team roles.

This powerful programme brings together the Trompenaars Cross Culture Model and Belbin Team Roles – the two most powerful, tried and tested tools in their areas of expertise and the platinum standard for Cross Culture and Team Roles.

This course will help learners to:

- Increase awareness of culture's key drivers and their cultural profile, and its impact on their leadership behaviour
- Use multicultural power to increase productivity and build sustainable relationships.
- Understand how to respect and reconcile cultural differences to create all-inclusive partnerships
- Increase effectiveness in communication, presentation, negotiation, decision-making and managerial performance
- Understand the relationship between culture and team roles and use this to be an enlightened and innovative leader
- Compare experiences, thus furthering their understanding of culture's influence
- Leverage on concrete tools and strategies to improve leadership and develop long-term relationships
- Build a positive and productive multi-cultural work environment

Empower your leaders with the **ICE**

(Increasing Commercial Effectiveness) Advantage

Leading Across Cultures
Programme Agenda

Day One	Day Two

Module 1: Self-Awareness

- Laying the foundation
- The leadership opportunity
- How self-awareness enhances effectiveness
- Understanding your personal impact
- Developing your action plan for growth

Module 2: The Cross-cultural Concept

- The culture conundrum
- Defining and understanding culture
- Impact of culture on business

Module 3: Culture in Team Effectiveness

- The 4 cross culture skills to forge effective partnerships
- The 3-level Culture Model
- Stages of relationship in multi-cultural groups
- Stages of team development

Module 4: Culture in Global Business

- The 7 dimensions of culture
- Understanding each dimension
- Characteristics of corporate culture
- National patterns of corporate culture

Review and Reflection

Module 5: Cross-Culture Awareness in the Work Place

- Cross culture conflicts – Case studies
- Transforming challenges into opportunities

Module 6: The High Performing Team

- Belbin team roles theory
- Belbin and leadership styles
- The 9 team roles in building effective teams and leaders

Module 7: Leading a High Performing Global Team

- The co-relationship between culture and team Roles
- Belbin team roles - Case studies
- Leveraging on the ICE (increasing commercial effectiveness) advantage

Module 8: Making it Real

- Applying insights and realisations to actual work scenarios
- Gaining clarity and a wider perspective, to ensure success as a global leader

Review and Reflection | Success Ceremony

- Setting a new direction - walk out with a Personal Action Plan that resonates with you

This programme can be tailored
for the specific culture make-up of the learners, or the cultures they are working with

He who knows the enemy and himself will never in a hundred battles be at risk;
he who does not know the enemy but knows himself will sometimes win and sometimes lose;
he who knows neither the enemy nor himself will be at risk in every battle.
- Sun Tzu

# The Intercultural Awareness Profiler (IAP)

Overview

- A self-assessment and diagnostic tool
- IAP assesses an individual's orientation when resolving intercultural challenges
- IAP provides awareness of cultural differences along the 7 Dimensions of Culture model

Benefits

- Based on 35 years of research
- Active database of over 120,000 *managers*
- Regular testing for continued reliability and validation
- Used worldwide
- Gets people thinking about the subject of culture and talking with others
- Profiles do not give a good or bad assessment, which encourages people to complete the IAP profiler and share their profiles, deepening learning opportunities.

In addition to the individual profiles that participants receive, a Group Distribution Chart can be created for the group.

This visually illustrates the range of the scores within the group and helps initiate dialogue about the implications of different cultural orientations on team functioning.
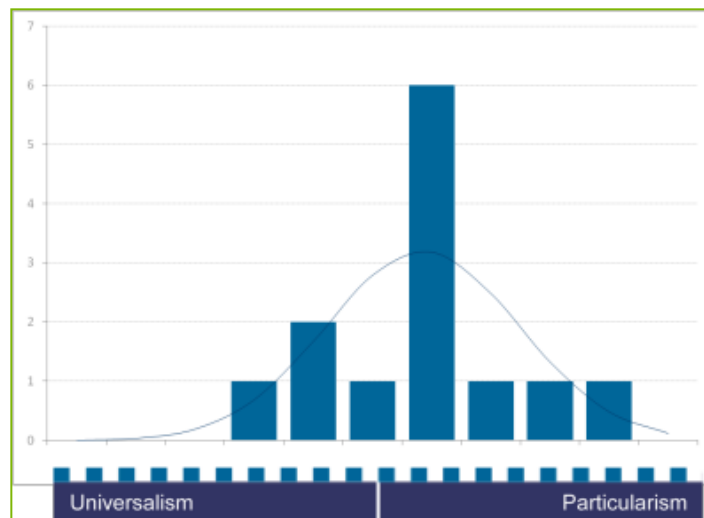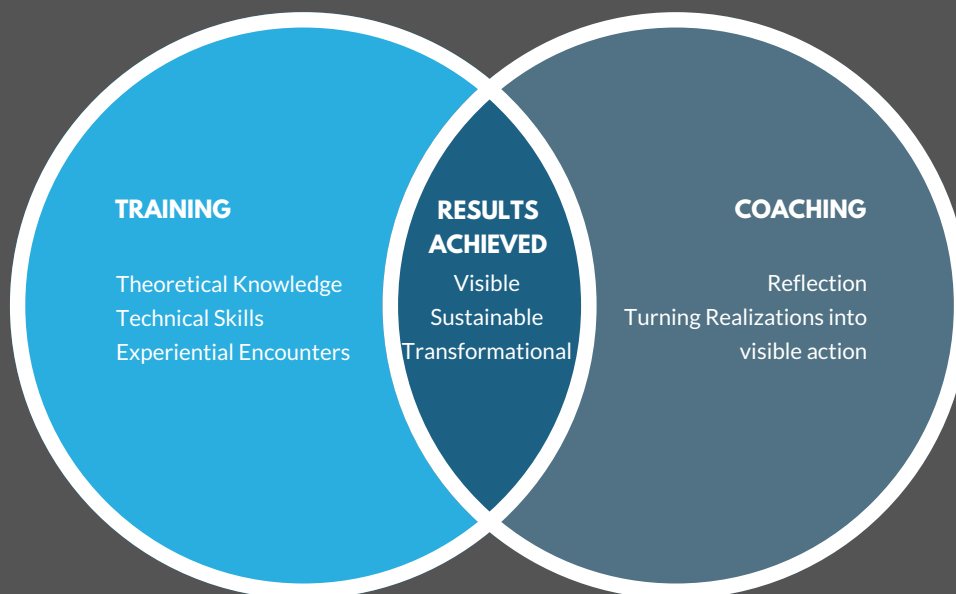
OUR ACTION-BASED LEARNING METHODOLOGY

The foundation of all our programmes is a unique Action-based Learning Methodology designed to produce lasting, personal, relevant, and actionable realisations.

THEORETICAL KNOWLEDGE

TECHNICAL SKILLS

REFLECTION & REALIZATION

EXPERIENTIAL ENCOUNTERS
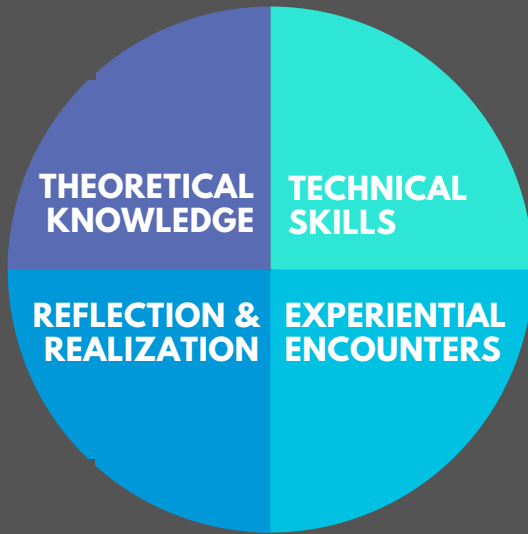
The Action-based Learning Methodology has four distinct modes of knowledge production: theoretical knowledge, technical skills, experiential encounters, and reflection and realisation.

The use of these multiple methods to engage and challenge participants generates the buy-in, commitment, and connection needed to ensure sustainable transformation, and thus, the increase in profitability and productivity.

BLENDED APPROACH OF TRAINING & COACHING

TRAINING

Theoretical Knowledge
Technical Skills
Experiential Encounters

RESULTS ACHIEVED

Visible
Sustainable
Transformational

COACHING

Reflection
Turning Realizations into visible action

Our unique action-based methodology enables participants, not just to expand their horizons by seeing other concepts, but to also identify Simple-Repetitive-Visible actions, which they can use to implement the concepts, at work and in their personal lives.

TRANSFORMATION THAT IMPACTS ORGANIZATIONS
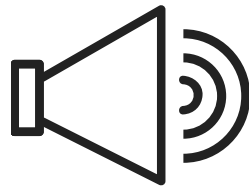
SOLUTIONS THAT HELP YOU
STAY AHEAD OF THE CURVE

INFLUENCE SOLUTIONS

YOUR **F.I.R.S.T.** LEARNING & DEVELOPMENT PARTNER
*****F**uture-ready *****I**nnovative *****R**elevant *****S**trategic *****T**rusted

**FOR MORE INFORMATION, GO TO
INFLUENCE-SOLUTIONS.COM**