LEARNING AND DEVELOPMENT PROGRAMMES

LEADING ACROSS CULTURES

GOALS
Whether working globally or locally, few organisations can work solely within their own cultural context. Successful management of cultural diversity has therefore become a strategic advantage. This learning programme provides a comprehensive tool for leading across cultures, helping managers deal with numerous nationalities at once. As with all our learning programmes, we customise the trainings based on your specific needs.

LEARNING OBJECTIVES
Using a multi-method approach of case studies, simulations, and exercises, this programme will:

- Provide you with concrete tools and strategies to improve leadership and develop long-term relationships with global colleagues and contacts
- Give you an understanding of the impact of culture on how to communicate, motivate, and give feedback across cultures
- Equip you with the necessary competences to appropriately and effectively respond to the cross-cultural challenges that global leaders are faced with today

BENEFITS FOR THE PARTICIPANTS
By completing the unique, flexible, and customizable learning programme, you will be able to:

- Develop a global mindset understanding personal values, business approaches, problem solving, and decision making in a multicultural context
- Gain the sensitivity and skills necessary to lead, manage, and motivate across cultures
- Improve your effectiveness as a global leader

BENEFITS FOR YOUR ORGANISATION
Benefits related to competences developed during this learning programme include:

- Enhanced leadership skills to more effectively inspire and motivate people across cultures
- Sharpened intercultural skills to stay ahead of the competition
- Reduced costs that may arise through failed projects
- Increased performance resulting from a better understanding of global management
AUDIENCE
Leaders of global companies or business units; senior executives with global responsibility; global project leaders and coordinators.

METHODOLOGY
This learning programme typically includes:

- Critical incidents to understand the impact of culture on global management
- Application of Hofstede’s 6-D model on national culture
- The Culture Compass - a unique tool to understand your cultural value preferences
- Real-life case studies, simulation games, and discussions

The interactive and practical nature of the learning programme allows the participants to immediately apply their skills to increase their effectiveness when leading and managing globally.

FOCUS
Possible focus points in this learning programme, depending on your company’s needs:

- Successful intercultural communication
- Cultural self-awareness
- Cross-cultural values and attitudes within teams
- Giving feedback across cultures
- Building trust in multicultural teams
- Project management
- Strategies for international team building
- Motivating across cultures
- Leading virtual teams
- Leadership and ethics
- Matrix organisation
- Organisational culture

FORMAT
Tailored to your needs.

We are intent on finding the best solution for your organisation, which is why we also offer options in the form of face-to-face trainings, seminars, e-learning and webinars. Feel free to contact us on info@itim.org to discuss the best option for you.
OUR TRAINERS
Our trainers and consultants have first-hand business experience from working in international management positions, leading negotiations with foreign delegations and running global businesses. With consultants in 37 countries and a proven track record of more than 30 years, we can take your organisation -large and small- from an international presence to true global effectiveness. We will select the trainers that can best help your organisation and your specific needs.

ABOUT ITIM INTERNATIONAL - WHAT WE DO
The strength of itim International is found in the combination of science, experience and business expertise. We are a close-knit network, represented in 37 countries, with a collective wealth of cultural know-how that is based on continuous learning and sharing of experiences. Our consultants and trainers go beyond the do’s and don’ts of cross-cultural business by providing an in-depth understanding of the role of culture in the business world, while showing how to turn diversity to a competitive advantage.

Through more than 30 years of experience, itim has improved the effectiveness of companies from IKEA to Tieto, successfully extending the global reach of companies large and small. Our work is grounded in scientifically credited models, as we are licensed to commercially apply the extensive research conducted by the renowned Prof. Geert Hofstede.