

Leading Globally with Purpose™

Overview

In this workshop, each participant will use an actual business scenario that needs a plan of action to lead teams across cultures for their own team or for a team in which they are involved. A series of individual and small group action-learning activities to help the participant become proficient in the 4 steps of analyzing, planning, applying and measuring the success of leading change. Balancing management practices and leadership styles across cultures is discussed to move teams to a high performing stage. Proven tools and approaches are provided to develop a blueprint linking leadership and team performance across cultural boundaries by integrating Geert Hofstede's five cultural dimensions of; 1) Power Distance, 2) Individualism vs. Collectivism, 3) Masculinity vs. Femininity, 4) Uncertainty Avoidance, and 5) Long-Term vs. Short-Term Orientation. At the close of the workshop, the participant will leave with a 100% completed plan that can be used in workplace to achieve defined objectives to meet measurable business results.

Learning Objectives

Upon the successful completion of the course the student will:

- Recognize the importance of diversity
- Use Hofstede's five cultural dimensions to understand how to lead global teams
- Adapt leadership styles to optimize global team development
- Create a cohesive team-based work environment across geographic boundaries
- Identify cultural advantages for team development
- Understand balancing cultural strengths and limitations for results
- Build relationships across boundaries using informal and formal networks
- Create a feedback system ensure action taken is delivering the needed results
- Develop a plan for action

Course Topics

Key topics covered within the course include:

- Hofstede's Five Cultural Dimensions
- Management Practices and Leadership Styles
- Team Diversity
- Communications
- Networking
- Creating High-Performing Teams
- Defining Success Criteria
- Creating a Feedback and Measurement System