



### LEADING WITH A GLOBAL PERSPECTIVE

#### LEARNING FORMAT: CLASSROOM

Successful leaders do not automatically translate into successful global leaders -- the playing field is broader and harder to navigate, and the stakes are much higher. As a result, leaders need to broaden their perspectives while letting go of preconceptions about how business operates and how interactions are managed. Leaders develop a long-term strategy for leading in a global environment.

#### DO YOU FACE ANY OF THESE ISSUES?

- Do leaders lack the ability to think and operate from a global perspective, especially if they are sitting in their home office?
- Does the success of your organization suffer when leaders can't work effectively with people from multiple cultural backgrounds?
- Are your leader failing to take into account all the necessary perspectives when interacting with global colleagues, whether they are down the hall or around the globe?

#### PERFORMANCE OBJECTIVES

##### Helps leaders:

- Recognize the impact of globalization on their organization.
- Understand the mind-set, knowledge, and skills required to execute their global leadership responsibilities.
- Enhance their effectiveness to lead in a global environment.
- Commit to actions they will take to positively impact the business.

##### Primary Competencies Developed:

- Global Acumen
- Global Perspective
- Building Partnerships 3.0
- Navigating Complexity 2.0
- Optimizing Diversity 3.0

#### COURSE OVERVIEW

- **Introduction to Our Global Challenge:** Participants complete a group activity based on the course prep (pre-work) case study and discuss specific global challenges within their organization
- **Role of the Global Leaders:** Participants are introduced to the Global Leadership model and Global Factors and use the Global Factors to further analyze the case study.
- **Understanding Culture and Cultural Competencies:** The participants take a deep dive into the meaning of "culture" by reviewing their Cultural Orientation Indicator (COI) (c) and discussing the Four Key Cultural Skills.
- **Apply Cultural Competence to Business Challenges:** Participants share their own experiences with Global EQ and are introduced to a discipline for effectively adjusting to global differences.
- **Exploration:** Global Business Acumen: Participants review their own global challenges in light of insight gleaned from the COI and continue working in their case study groups using elements of the Four Key Cultural Skills.
- **Global Leaders Take Action:** Participants explore the Cultural Navigator and reflect on the question, "What is the essence of being a great leader?"

#### COURSE DETAILS

- **Target audience:** Mid-level and operational leaders
- **State-fundable:** Yes (some positions may be ineligible for state funding)
- **Course length:** 7-8 hours.
- **Facilitator Certification:** Senior-level certified facilitator required
- **Prerequisites:** None
- **Optimal Group Size:** 8 to 16. 20 maximum.
- **Course Prep:** Yes. 60-90 minutes to complete a self assessment, read a case study to be used during the workshop, and identify a personal situation to explore during the workshop.
- **Notes:** Suitable for all environments. This course is applicable for leaders who work in a global context whether dealing with different cultures within their U.S. location or working internationally.

#### RELATED COURSES

- Cultivating Networks and Partnerships
- Influencing for Organizational Impact
- Instilling a Culture of Innovation
- Making Change Happen
- Mastering Decision Dynamics
- Mastering Emotional Intelligence
- Translating Strategy into Results