

# Worldclass workshops

For your global  
workforce





## Learn:

digital content covering the key principles and concepts



## Apply

live session to help learners explore the practical implications



## Practice

support resources to enable learning transfer

***“Learning in the workplace has to have an impact. It can only be impactful if it is designed for the way adults learn. That’s why our blended learning process works”***

*Expert coaches focus on real application that changes work behaviors and skills. Learners use the tools and approaches from the digital content to discover the best solutions for the challenges they face*



**Hans van der Linden**

Co-founder & COO | Country Navigator

# Content



## Cultural Intelligence

Build global inclusive organizations through culturally intelligent interpersonal skills.



## Team and Collaboration

Upgrade hybrid and in-person teams with tools to boost culturally intelligent collaboration and innovation.



## Global leadership and Transformation

Culturally intelligent decision-making  
Be radical, be empathetic  
Safe places, safe spaces



## Mobility & travel

Support assignees and their families and business travelers with specific country and regional cultural intelligence.





# Cultural Intelligence

Build globally collaborative organizations through culturally intelligent interpersonal skills.





## Global businesses need global skills, global talent and a global mindset. .

Communication, productivity and relationships suffer when culture is ignored.

When deadlines are missed, conflict is unresolved and instructions misunderstood, teams and organizations cannot function effectively.

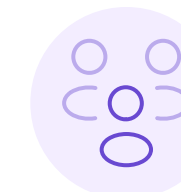
Culture is invisible in yourself – we assume that our way is the only way, that normal for us is normal for everyone and that causes a disconnect with the reality of a global business.

## Solution outcomes



### For Organizations

- ✓ A strong globally-minded organizational culture
- ✓ Greater agility and flexibility in the complex world of global business



### For the individual and team:

- ✓ Stronger sense of purpose and value
- ✓ Increased innovation and creativity
- ✓ Greater engagement with organizational culture

# Solution overviews

## Developing cultural intelligence

- Greater cultural awareness
- Leveraging of cultural difference
- Smoother collaboration
- A global work culture

## Developing country insights

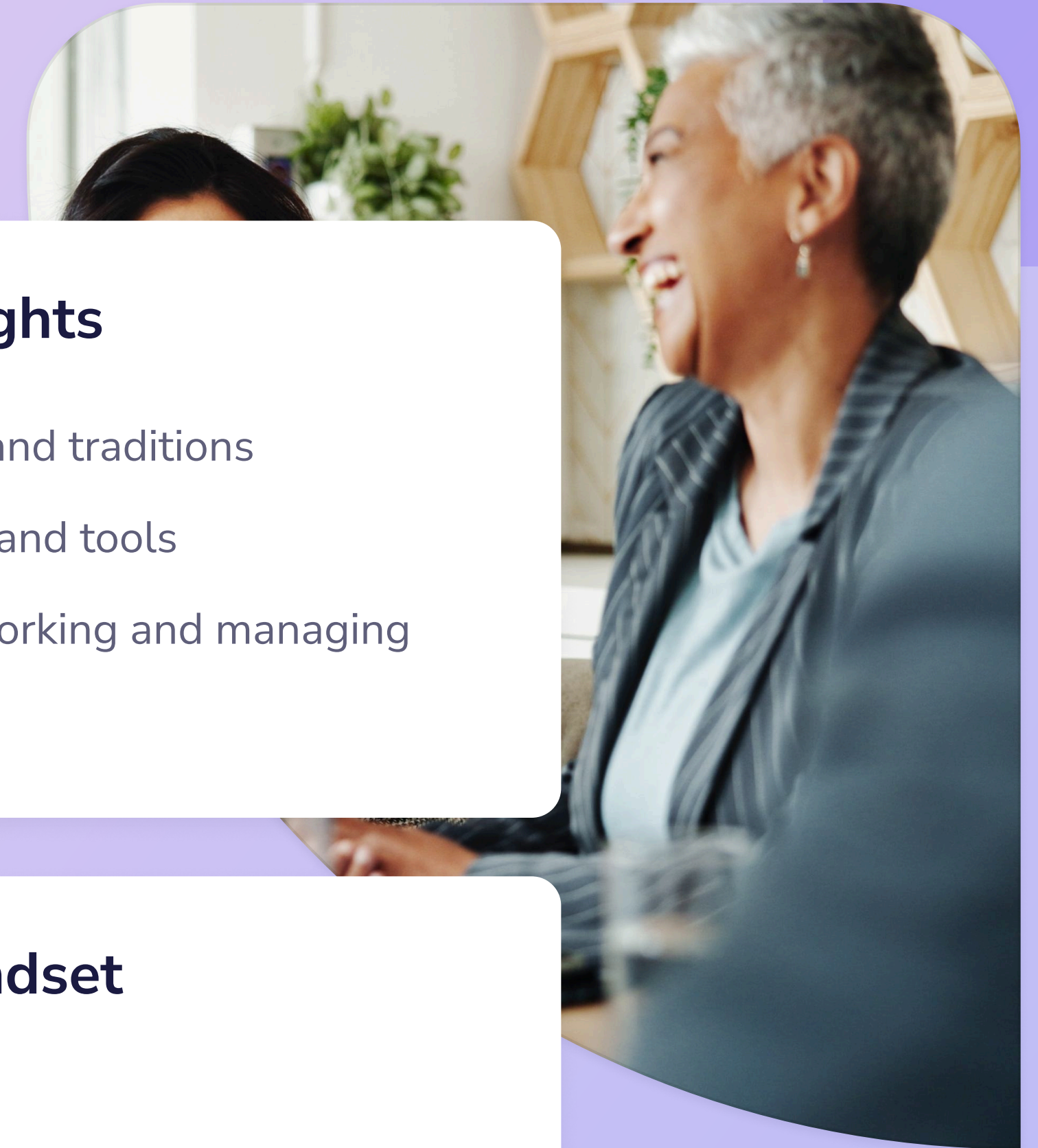
- Insight into country culture and traditions
- Business specific strategies and tools
- Culturally intelligent teamworking and managing
- Hit the ground running

## CQ skills

- Taking a CQ approach to the key interpersonal skills
- Greater cultural agility
- Improved team effectiveness
- More inclusive organization

## Developing a global mindset

- Higher performance
- More creativity and innovation
- Greater global confidence
- Culturally intelligent organization





# Teams and Collaboration

Upgrade hybrid and in-person teams with tools to boost culturally intelligent collaboration and innovation.





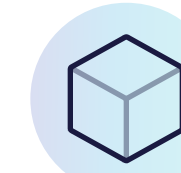
## The last few years have seen the greatest change in the way teams work and interact since email was introduced.

Our ability to connect with colleagues, partners and customers in any country or function or organization is unprecedented. This has created uncertainty, confusion and frustration.

A hybrid team may have the potential for great efficiencies, but it also highlights and increases the cultural and interpersonal challenges of collaborative working.

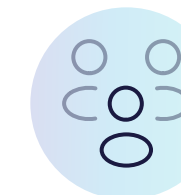
Employees can become disengaged; managers feel out of control. Focusing on digital transformation sometimes leaves the human behind.

## Solution outcomes



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# Solution overviews

## Collaborating across cultures

- Increase international team effectiveness
- Develop better working relationships
- Maximize team potential
- Reduce conflict and blockers

## Power up hybrid teams

- Upskill hybrid teams for digital age
- Greater trust and transparency
- Develop hybrid learning culture
- Higher team performance

## Working in global teams

- Culturally intelligent team working
- Greater inclusion and belonging
- Increased creativity and problem-solving
- Effective and efficient communication

## Working in complex organizational structures

- Increased trust and transparency
- Visibility and confidence in complex teams
- Skills for matrix and hybrid working
- Increased engagement and belonging





# Global Leadership & Transformation

Culturally intelligent decision-making  
Be radical, be empathetic  
Safe places, safe spaces

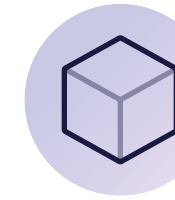


## Leadership skills have never been more important, whether for leaders with formal authority, or for informal leaders.

The world is volatile, uncertain, complex and ambiguous. But a leader must communicate the strategic vision, maintain the organizational culture and deliver challenging objectives.

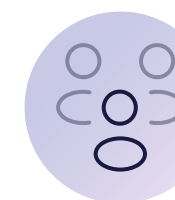
Simultaneously, they must form cohesive units from an infinitely diverse workforce, sell the common purpose and enable teams to excel. In the hybrid digital world, leadership personality is diluted, cultural difference exaggerated and presence diminished.

## Solution outcomes



### For Organizations

- ✓ Strong inspirational leadership culture
- ✓ Maximized potential of key talent



### For the individual and team:

- ✓ Global mindset, informed by cultural intelligence
- ✓ Greater confidence to inspire and lead
- ✓ Improved agility and flexibility in leadership styles

# Solution overviews

## Leading in the digital age

- Put the human in the digital
- Leaders with vision and empathy
- Agile and flexible leadership
- Inclusive leadership culture

## VUCA positive leadership

- Leading with confidence and vision
- Leaders as coaches and role models
- Leverage diversity to meet VUCA challenges
- Empathetic, psychologically safe work culture

## Leading complex organizational structures

- Clarity and leadership direction
- Increased engagement and belonging
- Simplify information flow and communication
- Impactful organizational culture

## Leading global teams

- Culturally intelligent leadership
- Cohesion and engagement in global teams
- Increased cross-functional productivity
- Better working relationships and trust





# Mobility & travel

Support assignees and their families and business travelers with specific country and regional cultural intelligence.



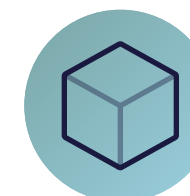


**Assignees need to be effective instantly. They are time-poor and under pressure. They need to show positive results and impact immediately and must quickly earn the trust of their colleagues in the host country.**

Too many assignments fail to achieve the business objectives because the assignee and/or their family underestimates the complexity of working in an unfamiliar cultural context – which adds further pressure.

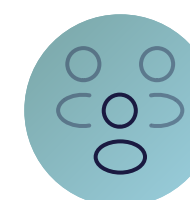
To support your key talent, demonstrate high returns on investment and increase the strategic value of the mobility function, you need to give your assignees a complete cultural toolkit.

## Solution outcomes



### For Organizations

- ✓ An impactful, effective, value-adding mobility function
- ✓ Maximized potential of global talent



### For the individual and team:

- ✓ Greater confidence and cultural agility
- ✓ Improved effectiveness and productivity
- ✓ Increased global skills: relationship-building, global leadership, cultural agility

# Solution overviews

## Living and working in...

- More effective assignees and assignments
- Reduce risk of assignment failure
- Engage family members in relocation
- Maximize potential of mobile talent

## Partners/ family coaching

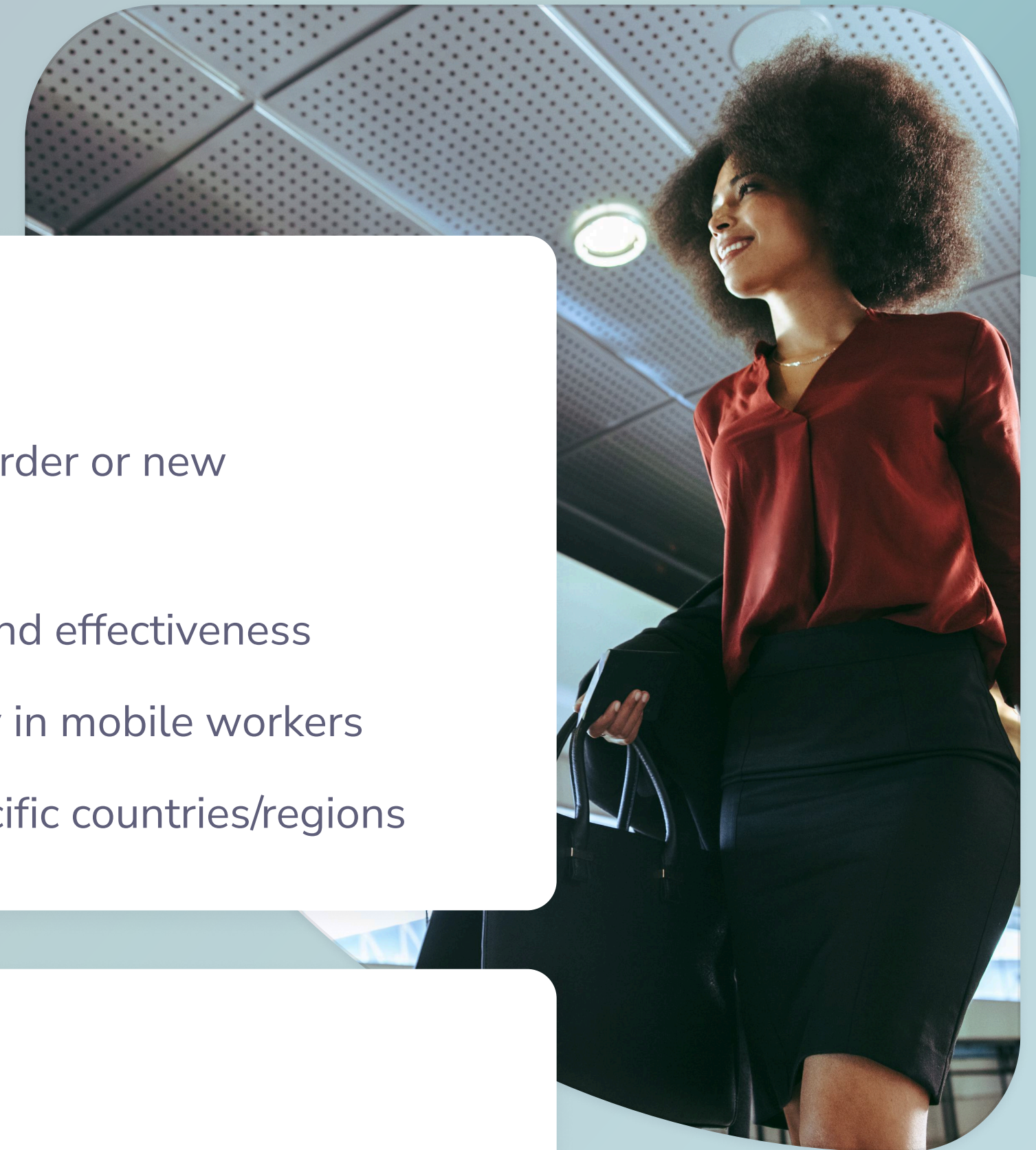
- Increase wellbeing of assignee and family
- Duty of care to assignees
- Significantly reduce assignment failure risk
- Assignee is more effective more quickly

## Country briefings

- Increase success of cross-border or new international projects
- Higher cultural awareness and effectiveness
- Greater resilience and agility in mobile workers
- Cultural intelligence for specific countries/regions

## Cultural guides

- Cultural intelligence at point of need
- Easy access top level cultural information
- Learning-on-the-go
- Practical strategies and hints on demand





**Contact us  
for more  
information**

## Contact Info



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