



LEADING MULTI-NATIONAL TEAMS™

(A 2-day course: Creating synergy by cross-cultural understanding, in multi-national teams)

SYNOPSIS

Nowhere is the maxim, “Man does not live by bread alone”, truer than in the lives of professionals, who work on multi-national teams. **Often, operating from various assumptions about each other's cultures, they encounter their colleagues who either operate from their own assumptions about the other's culture; or in many cases, simply expect the others to be like themselves. These people's cultural values are often at odds with American ones and they go through a traumatic phase of readjustment when they come to this country to work. The negative potential for misunderstanding and legal implications can result in loneliness and alienation.**

SCOPE

This program is designed for people who work on multi-national teams, irrespective of nationality. Based on Geert Hofstede's research: **Cultures Consequences: International Differences in Work-Related Values**, and my own experience of several years of learning, working with Indian, Chinese, Guyanese, Americans, British, and Africans from several nationalities the course enables people to experientially understand the challenges of working on Multinational teams. The focus of this course is to help people integrate into this culture while preserving their own identity.

METHODOLOGY

Using the Human Interaction Laboratory method, the program is designed to build an appreciation for each other's differences. Participants are enabled to look at themselves and their own stances regarding their culture and work ethic and helps people to move from their own 'right' ways to looking at other ways, which may also be equally 'right'. The result is enhanced understanding, new friendships and satisfaction.

TYPE OF INTERACTION

Typically the interaction tends to be based on the needs of each group in an environment that supports 'asking the unasked' and 'saying the unsaid'. Mutual 'value' judgments are examined to discover the basis behind them and deal with stereotyping. The only requirement for this workshop is an open mind and the willingness to let-go own impressions.

SAMPLE MODULES

- Understanding your own behavioral processes
- Questioning your assumptions
- Partnering for cross-cultural understanding & Dealing with Conflict
- The way ahead - Action Planning for the future