

Expanding Your Global Leadership Repertoire



Expanding Your Global Leadership Repertoire, a 2-day workshop, was originally developed as a portion of a senior leader training initiative at J&J. It proceeds from the recognitions that (1) business leadership styles vary across countries and cultures, (2) the parameters of the cross-cultural differences are known, and (3) leaders therefore can develop and enhance their skills for global leadership.

As currently developed, this course is dedicated to enabling U.S. business leaders to gain perspective on leadership styles valued in the U.S., and to build their awareness of, and skill for situationally adopting, prominent features of leadership styles characteristic in other nations and regions.

Learning / Performance Objectives

Those who participate wholeheartedly in *Expanding Your Global Leadership Repertoire* will...

- ◆ Recognize the advantages for global leaders of expanding their leadership style repertoire.
- ◆ Grasp the subtle, “out-of-awareness” quality of problem-laden value / behavior differences.
- ◆ Apply the *GLOBE Cross-Cultural Dimensions* to probe the global scope of leadership styles.¹
- ◆ Gain perspective on certain values / behaviors characteristic of successful leaders in the U.S.
- ◆ Improve their capacity for situationally adapting elements of their leadership style.
- ◆ Improve their capacity for building productive teams with members from many cultures.
- ◆ Gain awareness of prevailing leadership characteristics in Europe, Asia, and Latin America.

Course Outline

Expanding Your Global Leadership Repertoire is delivered in ten sections over two days:

- ◆ Successful Global Leadership: An Exercise in Adaptability
- ◆ Value and Behavior Differences: Not Always Obvious [simulation exercise]
- ◆ Business Leaders Worldwide: What Is Expected and Respected?
- ◆ Evaluating the Characteristics of Successful Leaders in the U.S.
- ◆ Avoiding and Resolving Conflicts with Non-U.S. Colleagues
- ◆ Persuading and Influencing Non-U.S. Colleagues
- ◆ Motivating Wholehearted Action in Non-U.S. Colleagues
- ◆ Gaining Credibility, Respect, and Trust from Non-U.S. Colleagues
- ◆ Building Productive Teams with Members from Many Cultures.
- ◆ Wrap-up, Lessons Learned, and Commitments

Customization Options

This carefully crafted, standard workshop retains flexibility to adjust to client firm needs.

Inquiries to...

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¹ For more information about the 62-nation GLOBE Global Leadership Research, visit www.grovetwell.com/GLOBE.