Hofstede Insights

INTERCULTURAL COMPETENCE

PROGRAMME

Designed for global teams

by HOFSTEDE INSIGHTS

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Image: Conference Hofstede Insights, IBM Headquarters, The Netherlands 2017

INTERCULTURAL COMPETENCE PROGRAMME

This tailored programme includes practical sessions and analytical tools designed for multinational teams or companies. Practical skills and knowledge acquired in this programme will serve participants in any culturally diverse situation improving their collaboration, team alignment and communication. Each programme starts with understanding the needs of the team or organisation and idenfifying the focus topics in discussion with organisation's stakeholders.

What will you get?

- Training needs analysis
- Programme adaptation
- Access to the online tools:
  - E-Learning Master Class
  - Culture Compass
- Interactive workshop series
- Evaluation and debrief with the organisation's stakeholders

During the engaging programme we will focus on:

- Visualisation of how the selected cultures differ at the deepest level using the research on National Culture.
- The use of our data-driven tools to predict where cross-cultural pain points might occur.

PROGRAMME

FORMAT

1. One-day face-to-face workshop

or

2. Virtual workshop - two half-days

STRUCTURE

Morning/first half-day: Introduction to **National Culture, including a Culture Compass™ report** for each participant

Afternoon/second half-day: Working on **cross-cultural communication practices,** including case study and exercises

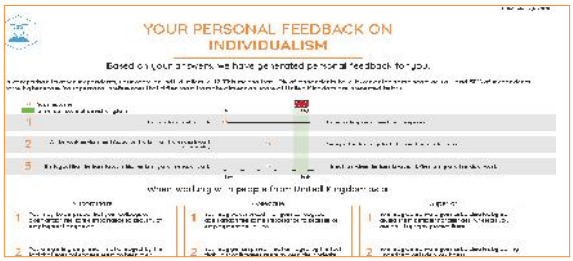
OVERVIEW OF STANDARD WORKSHOP DELIVERIES

Welcome
Ice breaker and debrief
What is culture?
Debrief Culture Compass report
6-D model incl. exercises
Selected case study
Case study debrief
Adaptive leadership - exercise
Cross-cultural communication workshop
Cross-cultural management techniques
Lessons learned and wrap-up

*The agenda may differ based on the initial training needs analysis.

TOOLS

The Culture Compass™ Personal Assessment



The Hofstede Insights **Culture Compass™** helps you understand the impact of your own cultural value preferences and behaviour while working with people from selected countries, and recognise how your own, personal background impacts the way you see and resolve problems in the workplace.

E-Learning Master-Class

The **e-learning Master-Class**, will help you explore the impact of culture on working effectively and confidently despite differences in culture and experience.

In addition, you will gain a better understanding of the 6-D model, a practical and validated model for intercultural management. It is the first step to understanding and managing individual and collective behaviours in an intercultural context.

The Culture Portal Platform

The Culture Portal is a platform simplifying the communication between the facilitator and participants of the programme. It provides a better user experience for participants by having all technical tools (surveys, E-Learning, Culture Compass, materials) together with their own reports accessible in one place. Should there be any changes, the facilitator can inform participants directly via the platform.

WE TAILOR THE PROGRAMME TO YOUR NEEDS

Understanding your organisation's needs is our priority. Thanks to our pre-course survey, training needs analysis and discussions with you, we will be able to determine:

- Main topics of interest (eg. management strategies, conflict management, virtual collaboration,..)
- Selection of focus countries depending on participants' needs

Case Study

- Standard case study - based on your needs we will select one of our standard case studies taking the topics and countries of interest into consideration.
- Customized case study - based on several interviews conducted with selected employees of your company we develop a case study that is based on your industry, organization, current issues - your needs. This case study remains a part of your account only and is not used with other clients.

YOUR FACILITATORS

After the first assessment call, we will select a facilitator that fits your needs and profile.

With over 130 certified consultants in 60 countries, our highly selective network of culture and management consultants possess extensive professional experience and knowledge on how to implement culturally sensitive management practices, align working practices with strategic goals and help with creating organisations which have the Best Culture to Perform. We will make sure to find the perfect fit for the needs of your team or organisation.

With proven cases from working with brands such as GE, Microsoft, Unilever, Nike, the UNDP and many more, Hofstede Insights brings organisations from international presence to true global effectiveness.

YOUR VIRTUAL BADGE

Share your achievements with your network!

After completing the programme, all participants will receive a virtual badge to share on their social media accounts.

PRICE

Essential

<15 participants

Pre-course

Intake calls

Adaption of content

Analytical tools

Face-to-face or online workshops

Evaluation survey

Debrief

4100 euro*

Extended

<15 participants

Pre-course

Intake calls

Adaption of content

Analytical tools

Face-to-face or online workshops

Evaluation survey

Debrief

Stakeholder interviews

1 customized case study

7600 euro*

Additional elements

15+ groups

Stakeholder interviews

Customized case study

Working practice scan

Coaching

Please request pricing

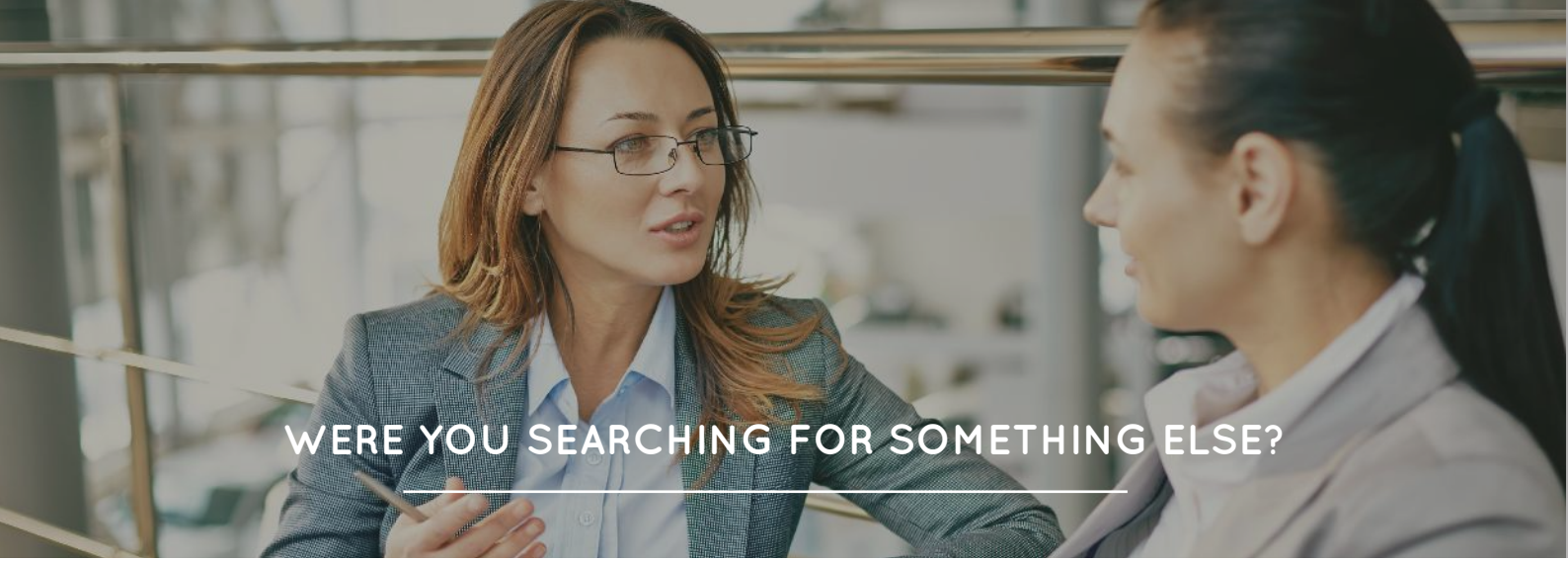
Additional costs - travel costs for face-to-face deliveries if applicable.
Discount of -10% if the virtual workshop sessions are hosted by client on client's platform (including technical support).

*Starting at

CONTACT US

For more information or to request a tailored quote, please contact us at

sales@hofstede-insights.com.



WERE YOU SEARCHING FOR SOMETHING ELSE?

INTRODUCTION TO CROSS-CULTURAL MANAGEMENT

If you are looking to grow your own skill set, you might be interested in joining our open course Introduction to Cross-Cultural Management. Depending on your needs, you can choose to complete one, two or three of the available levels of this programme.

More information including a brochure can be found on our website: https://hi.hofstede-insights.com/introduction-to-cross-cultural-management123

INTERESTED IN A COACHING PROGRAMME FOR EXECUTIVES?

We also offer a fully tailored coaching programme designed for C-suite executives. This programme is available for individuals or executive teams.
After completing the CEO programme:

- you will understand how Culture influences management and leadership on and offline,
- you will discover how Organisational Culture influences your organisation,
- how your own behaviour impacts Organisational Culture
- and you will learn what you can do to make sure all of this supports your strategy.

Select one of the available paths that suits your needs best!

- Leadership and Trust
- Global Mobility
- Branding and Culture

Visit our website for more information at https://hi.hofstede-insights.com/ceo-programme

Any questions about our programmes and tools can be sent to sales@hofstede-insights.com

OUR EXPERTISE AT YOUR SERVICE

Hofstede Insights has spent over 35 years helping some of the world's largest organisations transform their intercultural and organisational challenges into business success stories, and translating academic research into powerful actions.

We offer high quality expert services and solutions in the field of culture and management based on academic research and a wealth of practical experience.

UNIQUENESS

The only organisation offering a combination of Organisational and National Culture expertise.

WORLDWIDE

A worldwide network of expert consultants blend their knowledge with a deep human insight; each brings wisdom born of experience and skilled cultural observation.

EFFICIENCY

Unique expertise in translating scientific knowledge into applicable and concrete business solutions.

FLEXIBILITY

Your reality first! Powerful tailor-made solutions that unleash transformative change.

RELIABILITY

Anchored in rigorous academic theory, our data-driven analysis pinpoints the role and scope of culture in your organisation's success.

SENIORITY

A European organisation, founded in 1985. We have worked with some of the world's largest organisations.

Hofstede Insights

Consulting | Coaching | Certification | Tooling

Learn more: www.hofstede-insights.com
Contact us: sales@ hofstede-insights.com