



INTERCULTURAL COACHING – 1 DAY

Fast Track: Combining Flexibility and Efficiency via a blended approach

Course Design:

The Cultural Fast-Track International Assignment program will be divided between online activities and 6 hours of Virtual Cross-Cultural Coaching by telephone or Skype.

Program Overview:

1) Introduction - Virtual Cross-Cultural Coaching

<p>1st Module: 1 hour Live Coaching</p>	<p>Introduction</p>	<p>Presentation of the program and training objectives by the coach: Explanation of the program and the tools by the coach Listing of the participants own expectations and objectives. Being able to transpose a range of intercultural skills and knowledge to the specific context of the Host Country Presentation of pedagogical objectives: The transfer of knowledge and acquisition of skills is achieved via on-line activities on the COI and Virtual training session with a coach</p>
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2) Building Self Awareness - online Activities

<p>Online Activities</p>	<p>Individual Perspectives</p>	<p>Online Assignments: The Importance of Self Awareness – podcast Cultural Orientations Indicator® Assessment (COI®) COI Self Reflection – exercise</p>
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3) Individual Perspectives & National Specific information on land, people and politics - Virtual Cross-Cultural Coaching

<p>Module : 2 hours Live Coaching</p>	<p>Individual Perspectives & National Specific information Land, People and Politics</p>	<p>Debrief COI® result: which will allow the participant to establish his/her own cultural preferences, mapped across 3 intercultural dimensions and then to generate comparisons with people and cultures having different mindsets and frames of reference. National Culture COM: Values, Believes and behavior, review of the Social & Business protocol and etiquette of the HC. COI ® Gap analysis: Identify gaps between participant’s COI results and the target culture. Potential challenges and possible resolutions are discussed. Using Style Shifting and other Cultural Skills. At the end of this module the participant and the coach will formulate an action plan/strategy for the assignment</p>
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4) Cultural awareness & Managing cultural shock & Day to Day living- online Activities

<p>Online Activities</p>	<p>Understanding Culture & Preparing for your International Assignment</p>	<p>Understand the impact of culture on the environment, to help international participant to function both efficiently and effectively while abroad: What is Culture? – e-learning module Introduction to the Cultural Model - e-learning module Journey to Cultural Competence – article Link to the country guides to explore the target country Preparing the International Assignment to help identify the goals while living and working abroad, highlight the concerns about the relocation, understand the cultural adjustment process and gain useful tips for moving abroad with children. Your Goals and Ambitions – e-learning module Pre-departure Check List – article Strategies for Making the Transition – e-learning module Cross Cultural Adjustment – video Moving Abroad with Children – article</p>
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5) Individual Perspectives & National Specific information on land, people and politics - Virtual Cross-Cultural Coaching

<p>3rd Module: 1.5 hours Live Coaching</p>	<p>Cultural awareness & Managing cultural shock & Day to Day living</p>	<p>Daily Life in the New Country: Key issues related to daily life in the new country/city will be reviewed including day to day management of individual & family considerations and basic dos & don'ts. Cultural Adaptation: From Euphoria, to Irritability, via Adjustment and Adaptation. Strategies to facilitate the adjustment process and also to prepare for the homecoming. Communication: The correlation between culture, values, attitudes, and behavior is illuminated through the discussion of communication: Verbal and non-verbal styles Giving positive and negative feedback Direct and indirect communication Value/role of silence Work Values: Analyzing differences in work values and the impact this has on business effectiveness Work style expectations from a cultural perspective At the end of this module the participant and the coach will reformulate the action plan/strategy for the assignment</p>
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6) Implementation of the cultural impact on professional practice - online Activities

<p>Online Activities</p>	<p>Working in a New Culture</p>	<p>Global acumen and cultural competence are a must for executives working across borders:</p> <ul style="list-style-type: none"> ▪ Defining Your New Work Context – e-learning module ▪ Developing a Local Mentor – e-learning module ▪ The Importance of Culture – podcast ▪ Country Gap Analysis ▪ Understanding Key Cultural Skills - e-learning module
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7) Individual Perspectives & National Specific information on land, people and politics - Virtual Cross-Cultural Coaching

<p>4th Module: 1,5 hour Live Coaching</p>	<p>Business culture in practice</p>	<p>Highlighting the relationship which exists between culture, business ethics, customs and how they impact notions of management and leadership styles. The participant will learn how to manage:</p> <ul style="list-style-type: none">▪ Conflict Management, Negotiation, Participation in meeting, Share information, work in team,▪ Leadership, Motivation, feedbacks and Network <p>At the end of this module the participant and the coach will reformulate the action plan/strategy for the assignment</p>
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