

Leading and Managing across Distances, Countries and Cultures - Benefits of Cross Cultural Training

In the business world, managers occasionally or daily interact with various cultures in doing their basic work and may experience cultural differences mostly as challenges in communication and interpersonal relationships. Members from different cultures are supposed to cooperate and are expected to make high results. Managing others cross-culturally could be enhanced by learning to become more aware of “different rules of the game” or different cultural frameworks. The aim is to promote how to easier build the bridge between different cultural “rules” in order to build better communication and better relationships.

Read about Antonija Pacek’s way, successfully running cross cultural trainings in the following article and enjoy with us, she’s being a new partner with the team “the green field” - we wish you a warm welcome - Christine Amon, Christian K. Mang (managing presidents of “the green field - Systemische Beratung & Coaching”).

Amon/Mang/Pacek

Willkommen!

Wir von „the green field“ freuen uns über die neue Kooperation mit Antonija Pacek, M.Phil., B.A. Vor allem im Bereich der Führungskräfteentwicklung streben wir gemeinsam neue Synergien und Erkenntnisse an. Ihre Schwerpunkte neben der Förderung von sozialen Kompetenzen bei Führungskräften sind interkulturelles Management, Performance Management, Change Management (vor allem im interkulturellen Kontext) und Personalentwicklung. Antonija hält ihre Vorträge und Workshops in Englisch ab. Ihre internationale Erfahrung und ihr persönlicher Background ermöglichen uns gemeinsam ihre und unsere Schwerpunkte zu vertiefen und zu ergänzen. So hat ihr Vortrag bei unserem Kundenevent „herbst opening 08“ im September den Nutzen von interkulturellen Trainingsprogrammen wieder sehr deutlich gemacht und stieß daher auch auf große positive Resonanz. Einen kurzen Artikel dazu finden Sie hier.

Not only managers and leaders, but also entire businesses can benefit from numerous advantages that cross cultural training brings. Some of the major benefits are listed below:

Heighten tolerance, decrease prejudice and break down barriers

–we get more open to different norms and rules of the games and we accept that different is not something bad/negative. Through learning about other cultures, barriers are demystified, permitting for more open relationships and dialogue.

Build trust

–when people's barriers are lowered, more reciprocated understanding results, which brings about greater trust. Once trust is there, we naturally go for greater co-operation and we get a more productive workplace.

People raise self-awareness about own and others' cultures

—participants are given facts and information about their own and others' cultures, presumption, and mentalities that they may otherwise not have reflected.



More confidence in working cross-culturally

—by gaining knowledge and tools the training promotes self-

confidence in individuals or teams as they gather a sense of control over previously difficult challenges in the workplace. Through self-reflection people begin to be on more familiar terms with areas in which they need to develop.

Develop listening skills

—helps people to understand how to listen, what to listen for and how to interpret what they hear within a much broader framework of understanding. By becoming good

listeners, people naturally become even more effective communicators.

Open up communication

—if we lack the experience to work with different cultures, we have a tendency to focus on differences and to highlight the negative aspects of the other culture. Cross cultural training assists in building a sense of mutual understanding between people by emphasizing common ground. In addition, the training addresses how to analyze and resolve challenges that are about people from different cultures. More open communication results.

Enhance interpersonal skills

—more sensitivity, tolerance and understanding for different people from different cultures are very potent learned skills. Think about the benefits that cross cultural training brings to your employees and how business could thrive and be developed through it.

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Workshop layout:

Leading and Managing across Distances, Countries and Cultures

The “Leading and Managing across Distances, Countries and Cultures” workshop is designed to support global leaders and managers to effectively manage culturally diverse as well as geographically dispersed employees. It raises cultural and personal insights and navigates leaders what to look for in terms of own vs. others' cultural and value preferences.

Contrasting values and norms of different cultures are presented. By postponing a quick judgment and by making more time to understand someone's behavior or action--it makes us more tolerant and more astute in dealing and in working with culturally diverse people.

The objective of the workshop is to acquire a sense of how different cultures operate in social interaction by increasing participants' awareness, knowledge and skills for cross-cultural communication. In addition, it builds better understanding of the myths of doing business cross-culturally. These are the prerequisites for becoming more effective leaders and managers in multicultural settings..

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