CULTURALLY INTELLIGENT LEADERSHIP

Cultural Intelligence, or CQ, is a globally recognised way of assessing and improving effectiveness for culturally diverse settings. It is rooted in rigorous, academic research conducted by scholars around the world. Cultural intelligence is relevant at all levels of an organisation, but it is especially relevant at the leadership level. Domestic leaders may not be successful internationally unless they possess high cultural intelligence.

The criteria that individuals use to judge effective leadership varies across cultures. Participative leadership is viewed positively in the West, whereas in others parts of the world the most effective leaders are paternalistic. In some societies, leadership is assertive and dominant, whereas in other societies, leadership is compassionate and caring. Some cultures view power and privileges negatively, whereas status differentials are revered in other cultures. Effective global leadership is not a static set of qualities and behaviours, but it involves flexibility across cultural settings to meet the varied expectations of followers.

Culturally intelligent leaders are better at inspiring and leading diverse workforces. They manage varied worldviews to articulate a shared vision across the organisation.

Leaders with high cultural intelligence are also more inclusive. They promote and model the sharing and integration of diverse knowledge, perspectives and experience. Inclusion drives innovation and helps the organisation to stay relevant amid rapid changes across diverse markets.

Leaders with high CQ have a global mindset; they scan their external environments for relevant and unbiased information. CQ improves and speeds up problem-solving, decision-making and risk assessments in ambiguous, complex and volatile environment.

Leaders with high cultural intelligence develop strong alliances across the globe to help them capture new opportunities. They are better at engaging with suppliers and collaborators and influencing policy-makers and other external stakeholders.

Objectives
Our workshops transfer the knowledge, skills, and abilities proven to enhance effectiveness in diverse cultural settings and an ability to self-learn from real-life intercultural exchanges. As a dynamic learning capability, CQ avoids overwhelming participants with extensive lists of ‘dos and don’ts’ and reduces the likelihood of disorientation when encountering novel scenarios.

Approach
Our workshops are highly interactive. Activity-based instruction engages learners mentally, emotionally, and behaviourally, which aligns more closely with the realities and complexities of intercultural exchanges and improves learning outcomes. Also, because learning motivation increases when training is relevant to the participants’ lives, our workshops incorporate the real-life challenges facing participants.

Format
We work with you to design and facilitate workshops tailored to meet your needs.

Enhance Your Investment
We offer leadership support for instilling an organisational culture and practices that maximise the potential of CQ.