

## SUCCESSING ACROSS CULTURES

OR, PUTTING YOURSELF IN OTHER PEOPLES' SHOES!

- Who for?:** Anyone who needs to work effectively across organisational or international boundaries will benefit from this.
- Purpose:** This programme will help you to analyse and understand business, team or national cultures (Definition of culture - 'The way things are done around here!'). Understand more about yourself and then understand how you can 'bridge' across these cultures and get better results.
- Outcomes:** From childhood we learn to behave in ways that satisfy our own psychological and physiological needs and the social constraints placed upon us by our communities. We develop our own values and define our own blueprint for what is 'right' and 'wrong.' This impacts on our patterns of thinking and behaviour in relation to working with others. In cross-cultural situations, (both organisational and international) internal tensions can be seen as personality-based. By de-personalising many of the differences, and placing them firmly in the area of cultural difference, it is possible to discuss tensions in a more objective and productive way. Individuals then don't feel under a personal attack and issues can be dealt with more constructively.
- You will learn to:**
- Recognise when cultural differences are affecting a situation
  - Understand the impact of those differences on how you work with others
  - Develop strategies for dealing more effectively with cross-cultural situations
  - Apply emotional intelligence when implementing your chosen strategy
  - Learn 'how to learn' about other cultures and how to deal more effectively with them

This programme will assist you to become more self-aware and to gain insight into the behavioural styles of others. It will then help you to develop and manage your strengths to be more productive and flexible in cross-cultural situations.