

# Cross Cultural Coaching

**Cross-cultural understanding improves any organisation's cultural, technological, economic, and political wellbeing.** Most organisations are pursuing cultural change strategies, and virtually all need ongoing cultural change and adaptation to survive and thrive.

Achieving a cultural change is not a “click of the fingers” exercise. It needs a well thought out, communicated and executed plan. The challenge is that organisations can skip the planning stage, as cross-cultural activities are often intangible and subjective. You might have the best plan and intentions, but your people will perceive the information differently. Clarity of purpose is essential.

In this course, participants will learn how to be change agents. Participants will discover how to leverage emotional intelligence to influence and champion change. “Nearly there” isn't good enough, as any advances can unwind quickly unless they are embedded and fully understood. This course will also help participants stay focused and motivated to achieve their objectives.

*“participants will learn how to be change agents”*



## **At the conclusion of this course, participants will be able to:**

- Use the GROW model to foster cross-culture coaching
- Demonstrate how to guide people through the process of cultural adaptation
- Discuss how emotional intelligence can be leveraged in cross-cultural coaching
- Discuss how people read the play differently
- Analyse how successful influencers achieve results without authoritative power
- Organise a well structured plan
- Prepare a coach-the-coach session so everyone is on the same page
- Respond to strong emotional reactions from those who are yet to be convinced
- Identify cultural change breakthroughs and breakdowns
- Recognise and reward the people who are making an effort
- Show how an understanding of behavioural styles can untangle some of the complexities of coaching
- Discuss the impact of unconscious bias
- Illustrate the role of change agents in achieving a cultural change
- Discuss the consequences of not taking any action

### **Would you like to attend this program?**

For maximum effectiveness, this program is best conducted as an on-site program.

**Venue:** For your convenience, you can choose to conduct this program at your workplace. Alternatively, we can provide a training venue at a small additional cost.

**Target Audience:** Managers and Staff

**Cost:** Price on request.

**If you would like more information on this training program, please contact:**

Preferred Training Networks on 1300 323 752

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or visit our website today: [www.preftrain.com](http://www.preftrain.com)

