

DECODE CULTURAL DIFFERENCES BEFORE THEY DERAIL YOU

Culture is an invisible influence that shapes the way we interact with others - unspoken agreements between friends, family and colleagues. The values and behaviors we share within country and company are often so implicit and implied that we "just expect" others to share our beliefs ... until they don't. And then, we judge. Don't let your team fall prey to needless misunderstanding, unnecessary conflict and ultimate failure! Equip them with the tools they need to understand, adjust and excel across cultures.

WORKSHOP DETAILS*Target audience*

- In-tact, global teams
- Leader with direct reports

Time investment

- Optional pre-work
- 1 X 4-hour workshop, or
- 2 X 2-hour workshops

Workshop format

- Live classroom
- Virtual classroom

Workshop features

- Bespoke culture survey & data analysis
- A safe environment for open conversation
- Reflection, commitments & actions plans
- Designed to be practical, interactive, memorable, fun ... and a little bit BOLD!

LEARNING OBJECTIVES*Workshop participants will ...*

- Gain a foundation of cultural knowledge, based on Erin Meyer's **The Culture Map**
- Share perceptions of various team cultures with an anonymous survey
- Courageously explore perceived and real cultural differences within the team
- Jointly agree on the most challenging cultural differences to address
- Seek to understand how the "other side" feels & interpret their actions with grace
- Commit to "Platinum Rule" actions that will bridge the gap between cultures

WORKSHOP MODULES

Pre work:

- Culture Map reading or video
- Optional participant survey

Module 1:

- Defining culture
- The Culture Map framework
- A formula for cross-cultural success: recognize, interpret, adapt

Module 2:

- The 8 the elements of culture
- Common misconceptions
- Your survey comments

Module 3:

- Interactive exercise: learning to meet in the middle
- Debrief and discussion

Module 3:

- Reflections
- Resources
- Wrap

PARTICIPANT FEEDBACK



- This was among the best trainings I've attended! It was incredibly valuable to learn about the cultural differences and I had so many "ah-ha" moments!
- The entire presentation contained new information. It really helped me think differently and gain new perspectives.
- It was very eye-opening and I can't wait to see how it helps me interact with everyone - not just people from other countries, but also with my own US team.
- The presentation flow was incredible and hearing spontaneous responses from the audience was so beneficial to me.
- This course was so valuable. Honestly, the best course I have attended. I would love to have more courses like this in the future and also have them available to non-managers.
- Erika was a wonderful presenter and provided great insight to how our global teams operate. Her level of energy kept everyone engaged!

