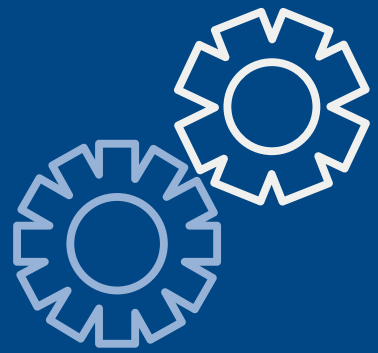




Bridging cultures, building trust.

A cultural intelligence journey for safer, stronger teams



Challenges

We know that there is great power in diversity, but we also know how difficult it can be to get people from diverse backgrounds working together.

1

Every culture has its preferred way of working, even within a particular organisation.

2

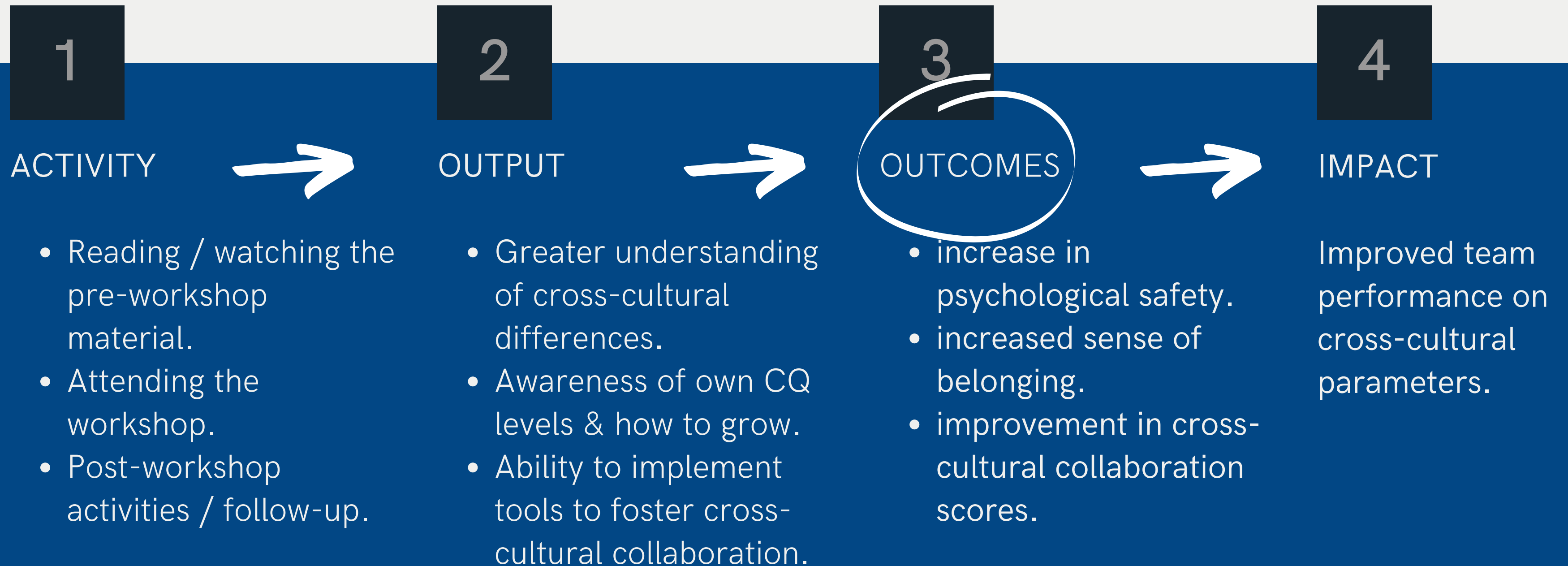
The teams are unsure of what to *expect* and what to *respect* in this cross-cultural partnership.

3

The teams may not have the confidence or skills to connect better with other cultures.

From Design to Impact

We deliver measurable outcomes that have impact. Not just workshops.



Journey Plan

1

Day 1

Psychological safety- 4 stages.
Specific strategies for each stage.
Commitment to implementation.

2

Day 2

Power of Belonging
Identity, privilege and inclusion
Recognising types of power
Developing belonging in teams

3

Day 3

Cultural preferences
Understand the 6 different dimensions of culture.
Build cultural intelligence, grace and humility.

4

Follow up

'Learning in Action'
A 2 hr webinar to see how the training is changing behaviour and improving collaboration.



Our Approach

Our approach in workshops....

Mindset - when it comes to learning, one of the most important factors is realising how we current think. We look at *bringing gentle self-awareness* to understand concious or unconscious biases.

Discovery - the most powerful method of learning is self-discovery. We provide the environment and the scaffolding to facilitate *discovery-led learning*.

Tools - We are passionate about helping people grow, and that means being able to implement their learning. To that end, we provide *practical templates, frameworks* that give them the confidence to do things differently back in the office.

Learning Transfer - Learning is only transferred once it is implemented. We use a powerful methodology to capture *effective learning transfer*, behavioural change and impact.



Why Rockwater?

1. The designer & facilitator of this program has worked in India & the UK, and also overseen teams in Europe, US and Asia for many years.
2. He studied & researched the importance of cultures for his MSc in International Marketing, writing his dissertation on cross-cultural challenges for a global organisation.
3. He has facilitated training sessions on working across cultures for global organisations.
4. He has delivered Leadership programmes for people based in US, UK, Sweden, Hungary, China, Singapore, Netherlands, Pakistan, Indonesia, Malaysia, France, Poland, Argentina.
5. We have a strong focus on *measuring effectiveness* of training, and will help you think about & develop key ways to measure the outcomes.

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Contact Us