

5 Tips for Leading with a Global Mindset

Increasing diversity across your company and around the world is a surefire way to increase productivity and beat the competition. There are two main differences between companies with a local mindset and companies with a global mindset. The first is the way they incorporate practices that are both inclusive and supportive into their culture. The second is how they motivate employees to innovate. Companies with a global mindset are open to new ideas and they support them. Unlike traditional companies, innovation-driven companies allow their employees to take risks, experiment with new approaches and pursue projects that may not be successful on the first try.

To lead with a global mindset, you should first be aware of your own personality and traits. Reflect on others for a moment and get a sense of the environment you're in; If you have enough self-understanding and cultural awareness, you'll be able to adjust your style in order to achieve even more success in a diverse environment.

Following are 5 tips to lead with a global mindset.

1. Self Awareness:

We are often blind to our own biases and find it difficult to realize how our behavior has impacts or sometimes even harms other people. Biases are a tricky thing. They exist within yourself and in the workplace, often without you even realizing it. In order to mitigate the effects of these biases on your workplace, you need to be aware of them and then take action accordingly. The first step is recognizing that biases exist, which can be done through education, self-reflection, and by listening to people of different backgrounds than yourself. As a leader we have to find a way to engage and relate to all our employees regardless of which culture or background they come from.

SELF AWARENESS

APPRECIATE OTHER CULTURES

OBSERVE AND ADAPT

BE CURIOUS

LEARNING IS CONTINUOUS



5 Tips to Help Develop your Cultural Intelligence

2. Appreciate Other Cultures:

Each culture has its own values and the way they do things may be different from our own. For example, different cultures might value different things when it comes to communication. Clear and concise content is appreciated in some contexts, while tactful and nuanced language may be prized in others. When leading people from different backgrounds and cultures, the best approach to take is curiosity rather than judgment.

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3. Observe and Adapt:

There is no way to memorize all facets of any given culture. A global mindset means that you take note of certain behaviors and draw links to the values of that culture. This will help you build rapport with your clients and make sure that you behave in a way that suits their culture. This will also help you build trust with your client who will see you as accommodating. For example, imagine that you are invited out to a team event in a foreign country where you have recently been positioned. You notice that all employees are referring to their managers as 'Sir' even though they are at a social event. With that as a cue, you should assume that perhaps the culture is more hierarchical in nature. You may then adapt your own behavior which would help you fit in.



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4. Be Curious:

Curiosity about anything and everything can make for a great way to embrace new people and situations. This is because by approaching new things with curiosity, you will be able to learn more about the other person or situation. Leaders with a global mindset will research beforehand what would be relevant in their international dealings. Understanding other cultures and knowing more about the background so you can adapt to situations authentically will help with first impressions.



5. Learning in Continuous:

I'll say it again; if you want to be a leader who has a global mindset then you must be curious. These leaders are continuously coming up with new interpretations of themselves and the world around them, they use this to explore new possibilities and augment their leadership skills. The most successful leaders in today's global business environment are those who constantly keep themselves up to date and have an understanding of different cultures. They have a drive towards inclusion in the workplace.

