

# From Theory to Praxis: Preparing Leader's for Today's Culture

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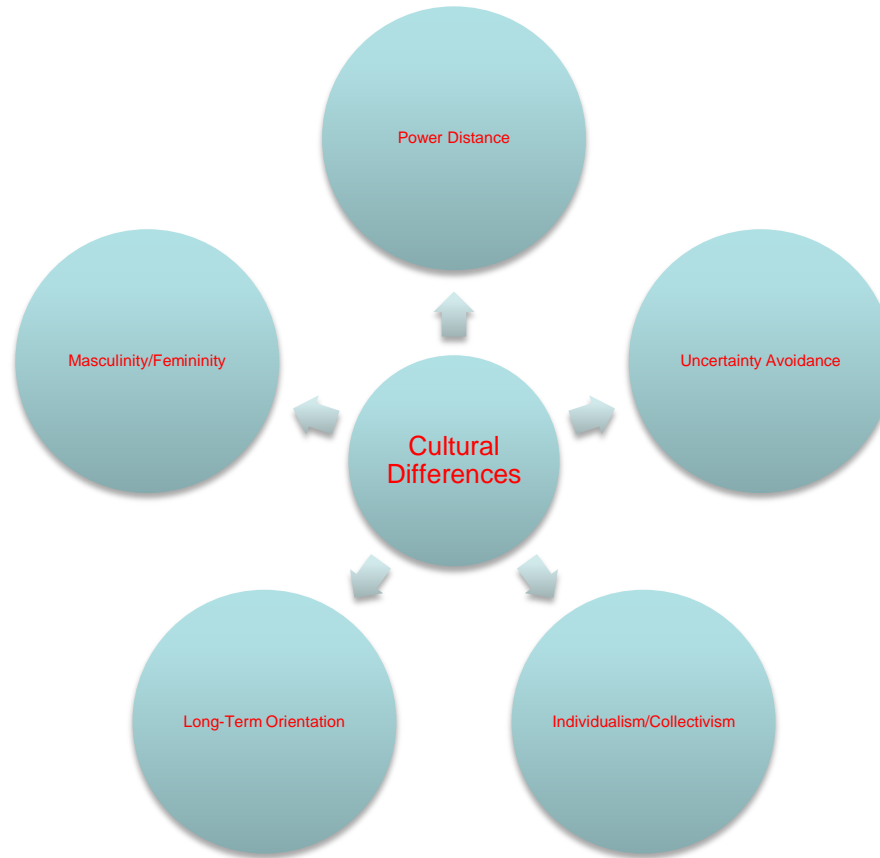
# Overview

- Foundational Leaders
  - Hofstede
  - Trompenaars
- Assessments
  - Intercultural Development Inventory
  - Intercultural Effectiveness Scale
  - Intercultural Readiness Check
  - Cross Cultural Adaptability Inventory
- Application

# What is Culture?

- Culture determines what behaviors are acceptable and unacceptable, and culture would prompt individuals and groups into accepting and following normative behavior.
- What are we?
- How do we live?
- How do we approach work?

# Hofstede



# Trompenaars

1. UNIVERSALISM versus PLURALISM
2. INDIVIDUALISM versus COMMUNITARISNISM
3. SPECIFIC versus DIFFUSE
4. AFFECTIVITY versus NEUTRALITY
5. ACHIEVED STATUS versus ASCRIBED STATUS

6. SEQUENTIAL TIME  
versus  
SYNCHRONIC TIME

7. INNER DIRECTED  
versus  
OUTER DIRECTED

# Intercultural Competence

- It is the ability to communicate effectively with others who have different cultures.

# Intercultural Development Inventory

- Mitchell R. Hammer, PhD
- Purpose: Measures how a person or a group of people tend to think and feel about cultural difference stemming from any aspect of diversity, human identity, and culture difference. Assesses the core mindset regarding diversity and cultural difference.

Monocultural

Intercultural



# Intercultural Effectiveness Scale

- Kozai Group
- Purpose: To evaluate the competencies critical to interacting effectively with people who are from cultures other than our own.

## Continuous Learning

- Self Awareness
- Exploration

## Interpersonal Engagement

- Global Mindset
- Relationship Interest

## Hardiness

- Positive Regard
- Resilience



# Intercultural Readiness Check

- Ursula Brinkman (developed in 2002)
- Purpose: To assess an individual's intercultural competence and can be used as part of a developmental plan or ongoing coaching.

Intercultural  
Sensitivity

Intercultural  
Communication

Building  
Commitment

Managing  
Uncertainty

# Cross-Cultural Adaptability Inventory

- Dr. Colleen Kelley and Judith Meyers (first developed in 1987)
- Purpose: Assess an individual's cross-cultural adaptability. Assists individuals in gaining self-awareness about their potential for cross-cultural effectiveness.

Emotional  
Resilience Scale

Flexibility/Openness  
Scale

Perceptual Acuity  
Scale

Personal Autonomy  
Scale

# Application



# Individual Leadership Growth Plan



# Organizational Leadership Growth Plan



# Global Leadership Growth Plan

Assessment

- IRC

Develop Growth Plan

- Engage in development

Re-Assess



# Questions

