

The International Profiler - the DNA of intercultural skills

The following situations highlight some best uses for the International Profiler (TIP®)

Organisations:

Managers being sent on international assignment...

At times organisations can meet with some resistance from managers when they are being sent on an international assignment. The notion of being sent to a foreign country to work can be a highly intimidating one. How are they going to communicate successfully? How will they meet their objectives when they are not certain of the different working practices? How can they best prepare for the unknown environment they are going to encounter?

Assigned with deliverables in an unfamiliar cultural environment TIP can be used to reflect on 'people skills', personal styles and help assignees get some idea of what they can bring to the assignment.

Needing to build international awareness and perspective...

International deals fail when you try to enforce your own cultural norms on your potential partner. Misunderstandings, miscommunication and embarrassing situations can all occur when there is a failure to recognise what we carry with us in to an unfamiliar working environment.

Encouraging a more international perspective within an organisation is incredibly beneficial especially when it is looking to expand on a global scale. Helping leaders and managers to develop their intercultural awareness enables them to forge more successful relationships with partners and businesses from other countries. An international perspective lends empathy with which to better grow intercultural business relationships

Barriers to communication...

Uncertainty can build barriers to communication and without effective communication businesses fail no matter their location. Raising the self-awareness of your employees' cross-cultural approach prior to sending them on an international assignment will give them confidence to know how to approach their international counterparts.

Learning how to deal with partners from a different culture, overcoming the fear of working and communicating with people from another part of the world is a part of what the International Profiler can deliver for your business.

Cross-cultural mergers and acquisitions...

International mergers and acquisitions herald a lot of changes, reshuffles and movement – along with this there can be confusion, disorder, mistrust and misapprehensions, adding further aggravation to an already possibly volatile working environment.

The International Profiler starts with the individual, when embedded throughout the organisation it can help to provide a common language within the business to discuss and reflect on approaches and keep everyone on the same page as they will all share the heightened self-awareness that can be developed through use of the tool, leading to a better understanding of how to work with their new colleagues from another cultural background.

Training needs analysis...

TIP can be used to perform a training needs analysis especially where employees are working across cultures and want to build more cultural awareness.

Use TIP to discover what dimensions are being given less emphasis as an organisation and provide HR or the training and development department with a relevant guide on improvements to focus on and how to better prepare employees for working in a multi-national environment.

Licensee:

The benefit of becoming a TIP licensee is that you are authorized to use the tool, you join our network of licensees and are visible to potential organizations who might require their staff to be prepared for international assignments using our tool in particular, you are part of a supportive group of professional trainers, coaches and consultants who often call on each other when they have big projects and require assistance from a fellow licensee.

We in turn support your business from proposal to delivery. We have a client list which gives you an idea of some of the organizations that have used the International Profiler, therefore when you approach new clients you can assure them that the tool is well established and has helped many other global businesses who have embedded it within their training and development programmes - usually for their leadership level employees.

The International Profiler itself is probably best described as an excellent meta-cognition tool that you can shape an in-depth conversation around and formulate a professional inter-cultural development plan from.

It covers more dimensions than any other comparable tools to provide a rich and thorough output for your clients and will help them achieve the deliverables that their company has set which in turn benefits the organization.

As someone who is looking to advance their career within the intercultural industry using a tool like TIP will give you the added confidence of knowing that you will be completely guided by your instructor in its use, with clear instructions and practical applications set out for you. TIP can also be used to generate more business after the initial feedback because you can re-use the tool as a thermometer of your clients' developmental progression.

Conclusion:

The International Profiler begins with the individual, providing output made up of comprehensive data, with more dimensions covered than recent research shows are all relevant to developing cross-cultural competency. The combination of dimensions provides deep insight into approaches and behaviours, firstly on an individual level and then across the organisation. The tool puts an important emphasis on values and behaviours that respondents should acquire in order to work successfully in an international context.

The International Profiler = individual development to better meet organisation's deliverables = organisational objectives achieved = success on global scale.