

The International Profiler - the DNA of intercultural skills

TIP[®] Business Solutions

The following 5 needs – voiced from a variety of perspectives within an organisation - highlight some best uses for *The International Profiler*.

1. Intercultural mind-set

We are more and more dependent on business in developing countries for reaching our global targets, and have identified people in head office and at a local level who need to build stronger bridges between geographies. We now need a tool that can help us understand the specific qualities that these individuals need to develop to be more effective in working internationally, and support them in planning their development needs.

L & D Manager

2. Global mobility

We have over 100 people a year involved in international assignments where they spend over 6 months abroad. We are conscious of the potential risks of failing to prepare managers for the professional challenges they face in moving to an unfamiliar cultural background. We also realise that the secret of a successful assignment is greater self-awareness and understanding of others. How can we find a tool that helps managers to 'hit the ground running' when they arrive in a new cultural location, through a clear sense of their own development needs.

Manager in International Assignments Department

3. Global mobility re-entry

Like many organisations we face the challenge of supporting those returning to work in Head Office after a number of years abroad. We know that this can prove an even greater challenge than embarking on an international assignment in the first place. We cannot guarantee the perfect job on their return so we need to find ways to validate their experience in other ways. Do you have a tool that can recognise and formulate what they have learnt from the people side of their international assignment? We can then use them to mentor others embarking on the international assignment process for the first time.

HR Manager

4. Global leadership

We have a Leadership Development programme where we bring our high-potential managers together from around the world. Some of them have achieved their success in assignments outside their home culture, while others haven't. We would like a tool to help those with international experience to reflect on where they have learnt new skills in the service of the organisation's international strategies, and formulate stories to communicate these to their less internationally experienced colleagues. What tool can support us to do this?

Head of Leadership Development

5. Personal development

As an organisation we believe strongly in the importance of executive coaching. What tool can provide a platform and language for helping our pool of coaches to reflect on their development needs in working across cultural boundaries?

Academic Programme Director