

# The International Profiler: Licensing Workshop Outline London

## Background and aim

Most international managers are selected for international roles more on their technical skills and less on their skills and motivation in working across cultures.

Therefore, there is the need for a well-researched International Competency set which represents the attitudes, skills and areas of knowledge which people need in a range of international contexts to be highly effective in transferring their skills across cultures.

WorldWork Ltd has developed a set of 10 competencies (with 22 associated skills, attitudes and areas of knowledge) that define the special capabilities required to transfer leadership, managerial and professional skills to an international context. The competencies have been derived from research in the multi-cultural field and the practical experience of consultants and trainers in intercultural management.

The International Profiler is a psychometric questionnaire that provides individuals with structured feedback in terms of the energy, emphasis and attention they typically bring to the international competency set.

Licensing the use of The International Profiler involves three stages

- 1) on-line completion of The International Profiler. This will take place a week before the workshop and will take around 45 minutes of your time. This will help to build a practical understanding of how the tool works.
- 2) a two-day licensing workshop. The aim is to develop deeper understanding of the tool and the competency set on which it is based, and initial confidence in using it as a feedback instrument. The workshop will act as a platform for the practice feedback stage that follows.
- 3) trial feedback where you will work with a guinea pig, and write a report on the experience.

## Content and schedule

### Day 1:

The first day of the licensing process focuses on understanding the international competency set on which The International Profiler is based and on how best to give structured feedback to a range of candidates. You will receive feedback on your own profile.

#### Session 1 (9.00–10.45am)

- 🌀 Introductory session
- 🌀 What is The International Profiler?
- 🌀 Introduction to the International Competency Set on which the instrument is based

#### Break (10.45-11.00am)

#### Session 2 (11.00am-13.00pm)

- 🌀 Reviewing the International Competency Set – card game
- 🌀 Preparing for the feedback - looking at sample profiles
- 🌀 Reflection and interpretation of personal profiles

#### Lunch (13.05-14.05pm)

#### Session 3 (14.15-15.30pm)

- 🌀 The 7-step feedback process
- 🌀 A ‘model’ feedback

#### Break (15.30-16.00pm)

#### Session 4 (16.00-17.30pm)

- 🌀 Peer coaching – steps 1-4

## Day 2 :

After some more practice peer coaching, you will learn how to handle objections and ‘difficult’ feedback contexts. Finally we will discuss key applications for TIP before reflecting on your trial feedback sessions.

### Session 1 (9.00-10.45am)

- 🌀 Peer coaching continued – steps 5-7

### Break (10.45-11.00 am)

### Session 2 (11.00am-12.30pm)

- 🌀 Role-play on handling a ‘difficult’ candidate during the feedback process
- 🌀 Personal Development Planning

### Lunch (12.30-13.30pm)

### Session 3 (13.30-16.00pm)

- 🌀 The key applications of The International Profiler
- 🌀 Review of other WW tools
- 🌀 Preparation for Stage 3 of licensing (the trial feedback phase)
- 🌀 Review, feedback and close

## Close