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INTERNATIONAL PROGRAMS

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Intercultural Leadership

Different countries, different manners, different leadership: how to understand yourself and others better when leading internationally. How to succeed across cultures.

In times of global organizations and international workforces, gaining intercultural competencies will become a crucial requirement to succeed professionally. Leaders and project managers mingle with customers, partners and employees who expect fundamentally different outcomes from negotiations, cooperation and leadership behavior, team processes and human resource management. Being aware of these differences and handling them creatively often determines the success or failure of foreign operations. Through applied exercises, this training helps participants build awareness of their own cultural imprinting. By means of many international case studies the group reflects on how to collaborate with people from other cultures.



Target participants

International leaders and employees who are in constant contact with colleagues and partners from foreign cultures or send staff abroad; who want to analyze and improve the impression they make and their performance in the international context; who want to understand their business partners from other cultures better; who want to gain intercultural competencies for unlimited management success.

Potential conflicts between culture and behavior

How does culture form our values, behavior, perception and communication? What does culture mean in times of globalization?

Perceptions and stereotypes

How do self-perception and social perception diverge? How can we recognize the way we perceive more consciously? How can you handle your own and external stereotypes?

Different cultures, different ways

How do people from other cultures act, what values and behavioral patterns are “normal” for them, and how do they work with that? Concepts of time, understanding of hierarchy and rules, relationship management, individual and collectivist concepts, verbal and nonverbal communication.

Intercultural communication

How do different communication cultures affect business life? What is so fascinating about collaboration with people from other countries? When does it work out, when does it fail?

Satisfied and successful on an international level

International collaboration requires respect, humor and a number of useful strategies: listening actively, meta-communication, changing perspectives, empathy and sometimes showing tolerance in the face of differences.

International teams

Being prepared for teamwork with international colleagues requires self-awareness and social awareness, the ability to develop relationships and understand different concepts of time, written and oral communication and conflict management.

International human resource management

How can international staff be integrated? What preparation do employees need for operations abroad? What should be borne in mind in terms of expatriate management, family support and reintegration?

Negotiating internationally

How do you prepare for negotiating with international partners? How do argumentation, time management, contracts and social appearance differ? How can you handle these differences and manage crises?

Leading internationally

How do you lead international staff, at headquarters and at branches? Despite different concepts of hierarchy and status, how can you live out an authentic leadership style?

Educating internationally

How are culture and learning connected? What factors are relevant for designing organizational education strategies (socialization, participation, motivation, identification, etc.)? What cultural peculiarities persist in the conception and didactics of training?

Presenting internationally

What culturally specific expectations and behavioral patterns affect the audience? What is the ideal relationship between information and entertainment? How can the character of the presentation (setting, length of lecture, discussion) be ideally matched to the cultural framework?

Applied learning

The topic is illustrated with applied exercises and simulations in which the participants’ individual problems are treated.