

Cross Cultural Competence: A Field Guide for Developing Global Leaders and Managers (0)

By Simon L. Dolan, Kristine Marin Kawamura

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'Cross Cultural Competence' serves as a comprehensive, practical, and workshop-based program that allows facilitators and organizational change agents to help organizations and people develop cross cultural skills and global competence. The book is grounded in the most rigorous and relevant theories, research, and learning methods and makes them easily accessible and fun to apply. Rich with exercises, case studies, survey instruments, and tools, it is based on the authors' extensive experience in delivering cross cultural training, coaching, and consulting in multiple languages to numerous organizations across the globe. The book may also be used by individuals who want to better understand the complexity of working and living in a cross cultural world or who want to improve their capabilities in cross cultural management. The book describes why individuals, organizations, and institutions need to develop global competence, proposes an original and holistic 'Cross Cultural Competence Model,' describes the business case for global competence, and provides all the concepts, knowledge, skills, and training tools needed to develop global competence in people and organizations.

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Editorial Review

Review
Dolan and Kawamura have firsthand experience about how to live across cultures. They brilliantly report their insights and turn them into tools that anyone charged to develop global leadership can readily use. This is a marvelous and useful book filled with ideas that will enable global leadership. --Dave Ulrich, Rensis Likert Professor, Ross School of Business, University of Michigan and Partner, the RBL Group

Learning to work together as one global community is THE challenge of the 21st-century. Simon Dolan and Kristine Kawamura's Cross Cultural Competence goes a long way in supporting managers and MBA students alike in developing the skills that will not only make them successful, but will allow the world to succeed. --Nancy J. Adler, S. Bronfman Professor of Management, McGill University, Canada Author, International Dimensions of Organizational Behavior and Leadership Insight

Truly, this book is an impressive gift to the world, offered by two cross-cultural experts whose own lives exemplify the cross-cultural competence needed in today's global workplace. Using clear and concise prose, the authors provide an array of engaging cases, activities, group exercises and other practical tools that can be used to promote the development of a diverse global talent pool that is capable of effectively working together and leveraging their diverse talents. Individual employees and organizations alike have much to learn and much to gain from this excellent guidebook. --Susan E. Jackson, PhD, Rutgers University, USA

Globalization and intra-national diversity have highlighted the need for cross-cultural competence. Dolan and Kawamura have provided a useful guide to developing these critical skills to successfully navigate cross-cultural differences. This is a must read for leaders and aspiring leaders in the global context. --Rosalie L. Tung, Ming & Stella Wong Professor of International Business, Simon Fraser University, Canada and President-Elect of the Academy of International Business.

Cross Cultural Competence is a must read for anybody wanting to understand and develop their competencies in the global world of business. There are exciting exercises, case studies and innovative thinking that will make a huge difference to you and your business. --Professor Sir Cary Cooper, CBE, Lancaster University, UK

This field guide and training manual helps facilitators in organizations develop employees' capacity to function in cross-cultural environments and global organizations. It presents workshops meant for groups, with exercises, case studies, survey instruments, and tools. Chapters cover preparing to deliver workshops, including setting up a learning environment, cultivating cultural awareness, developing trust, and creating a multicultural mood and experience; the changing global business environment and the growth of diversity; a cross-cultural competence model; the value of global competence to organizations; the theories, concepts, and foundation for developing cultural awareness; values in cross-cultural environments and the forces that drive them; enhancing cultural skills and understanding; cross-cultural negotiation; leadership and management skills; and how to guide individuals in designing practice and action plans for cross-cultural competence. Distributed in North America by Turpin Distribution. --Annotation ©2015 Ringgold Inc. Portland, OR (protoview.com)

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