



The Culture
Factor
| GROUP

A programme by The Culture Factor Group

THE INTERCULTURAL MANAGEMENT CERTIFICATION PROGRAMME

An intensive blended learning programme designed for consultants and managers interested in using our know-how in the field of culture and management.

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INTERCULTURAL MANAGEMENT CERTIFICATION PROGRAMME

Our exclusive certification course offer you the highest-quality education in the field of culture and management, based on a fusion of academic research and practical experience.



This certification is an intensive blended learning programme, designed for consultants and managers interested in using our know-how in the field of culture and management to serve their own clients. After joining the certification you will become an Associate Practitioners of The Culture Factor Group.

To facilitate effective knowledge transfer, as a prospective Hofstede Insights Associate Practitioners, you need to challenge your own knowledge. This Certification will support you in the process of understanding the 6-D Model of National Culture as well as provide you with tools to leverage knowledge and practical resources.

In order to ensure efficient peer learning, the programme, led by our senior Consultants, includes numerous group assignments, peer learning sessions, and networking opportunities with our 130+ consultants. You will also be offered six coaching sessions targeted to your needs in the areas of personal branding, sales, and training development as well as face-to-face sessions and the observation of a training process.

TESTIMONIALS

I found the quality of the course to be world-class, extremely professional and very well run. Overall I really loved the experience, the relaxed nature of the team, the professionalism of the course, the content and the facilitators.

The course itself provides the right context to make the theory fall into place. Both facilitators make the content come to life by the stories they share.

Thank you so much for this great opportunity. It was great that I could meet many working people from various countries with a lot of intercultural experiences. It was a very interesting experience.

HYBRID LEARNING

A self-assessment and a self-paced learning platform.

You will receive homework and group assignments where you will be asked to collaborate, discuss, and reflect on the influence of culture 3 weeks prior to the start of the certification.



INSTRUCTOR-LED SESSIONS

Experiential learning facilitated by Master Trainers, including a variety of interactive tasks developed for problem-solving and synergy building activities, as well as breakout sessions.



TEAM BUILDING

You will get to meet some of your Hofstede Insights peers and the members of our Headquarter.



POST-COURSE ASSIGNMENTS

Your certification includes six coaching sessions, where you will work together with your expert coach on improvement points suggested by our learning specialists (for Associated Practitioners only).

You will also get to observe an Associate Practitioner during a training programme.

You will in turn be observed by an Associated Practitioner during your first project.



EVALUATION

Your learning specialist will evaluate your participation.

Your Coach will evaluate your first delivery.

The minimal grade to obtain the final certification is 4 (scale 1-5).



PROGRAMME

Module	Session title	
Module 1	Kick-off & Introduction	Webinar: April 24 14.00 to 16.00 CEST
Module 2	The dimensions of National Culture	Webinar: April 29 14.00 to 17.00 CEST
Module 3	Applications & Practical tools	Webinar: May 6 14.00 to 17.00 CEST
Module 4	Combination of dimensions	Webinar: May 8 14.00 to 17.00 CEST
Module 5	The Culture Clusters	Webinar: May 16 14.00 to 17.00 CEST
Module 6	Developing a Training Session	Webinar: May 23 14.00 to 17.00 CEST
Module 7	Developing a Case Study	Webinar: May 30 14.00 to 17.00 CEST
Module 8	Sales Pitch	Webinar: June 4 14.00 to 16.00 CEST
Module 9	Tools and Marketing Guidelines*	Webinar: June 6 14.00 to 17.00 CEST
Coaching Sessions	Six coaching sessions* (starting from Module 9)	To be agreed upon between you and your Coach
Module 10	How to Make a Proposal	Webinar: September 12 14.00 to 17.00 CEST

*Please note the corporate participants, as they do not join as Associated Practitioners, do not receive these benefits.

OUR GROUP OF ASSOCIATED PRACTITIONERS

With over 130 certified consultants in 60 countries, our highly selective network of culture and management consultants possess extensive professional experience and knowledge on how to implement culturally sensitive management practices, align working practices with strategic goals and help with creating organisations which have the Best Culture to Perform. With proven cases from working with brands such as GE, Novartis, TUI, Unilever and many more, Hofstede Insights brings organisations from international presence to true global effectiveness.

OUR ASSOCIATED PRACTITIONERS

This Certification will support you in the process of understanding the 6-D Model of National Culture as well as provide you with tools to leverage knowledge and practical resources.

In order to ensure the highest quality standard and fulfill the needs of our clients, our application process is extremely selective.

We require members of our group of Associated Practitioners to:

- Possess strong didactical skills and be able to generate creative, innovative and practical ideas
- Have occupied higher management positions
- Have high standards of professionalism and intercultural empathy
- Have strong sales skills to do their own sales and assignment acquisitions
- Have lived and worked in at least two countries outside of their home country
- Be fluent in several languages

BENEFITS*

Standard of excellence.

- Showcase to your clients that you are a member of an established international organisation that sets worldwide standards
- Connection to the masters and builders of the field

Peer learning and exchange.

- Support from a worldwide network of experts
- Continuous peer learning
- Monthly virtual events (on topics related to culture, consulting, personal branding and new technologies)
- Exclusive Master Classes and certification programmes
- Access to #TheCultureFactor conferences and selected events

Personal Branding.

- An e-mail address
- A profile on our website
- Business cards

Everything you need to get started

- Access to google meet and Jamboard
- Access to an unlimited virtual cloud
- Access to selected software needed to create the material for your coaching/training
- Access to our material archives (30 years of documentation cases and exercises)
- Training material

Go further

- Help us contribute to the field as we regularly support research projects
- Involvement in the creation of tools and learning materials

*Please note the corporate participants, as they do not join as Associated Practitioners, do not receive these benefits.



THE REGISTRATION PROCESS

Step 1 Application

To apply to the programme and to join as an Associated Practitioner, please share your CV and a motivation letter at sales@theculturefactor.com.

Step 2 The interview process

If your CV and motivation letter fit the requirements, we will contact you to set up 2 to 3 intake calls:

- **Call** with the Group CEO of The Culture Factor Group, Egbert Schram you will be able to discuss what it means to become an Associated Practitioner and ask questions you might have on the contract.
- **Call n°2** in case there is a country office in your country, you will have a call with the country office Managing Director.

Step 3 Official registration

You are officially registered to the course once the payment has been received and the contract signed.

Are you an internal consultant?

We offer a modified attendance to this programme, aimed at enabling internal corporate trainers to use our materials for internal talent and learning training development.

Corporate participants do not join as Associated Practitioner thus they do not receive the benefits attached to the membership. Please note that the coaching and access to our material archives are part of these benefits.

PRICE

Level	Participant(s) per session	Price Excl. VAT
Certification in Intercultural Management	15	6000€
Certification in Intercultural Management & Organisational Culture	15	8000€

More information about the **Organisational Culture Certification Programme** can be found [on our website](#).



OUR EXPERTISE AT YOUR SERVICE

EFFECTIVE CULTURE SOLUTIONS

We take the time to understand your unique challenges and needs. Rather than offering one-size-fits-all services, we believe in co-creation. You become more than just a client; you are a trusted partner. Together, we develop solutions that are tailor-made to resolve your specific cultural

UNIQUENESS

By weaving National and Organisational Culture into our approach, we offer a holistic viewpoint that transcends standard cultural consultancy. Our bespoke solutions align your organisation's values and practices with the specific cultural environments

FLEXIBILITY

In today's fast-paced world, adaptability is crucial. Our Culture Portal offers real-time access to a treasury of cultural knowledge and data, giving you the flexibility to make informed decisions on the fly.

RELIABILITY

We are firmly grounded in a data-driven approach, transforming abstract cultural insights into tangible, actionable strategies. With us, you're making decisions based on rigorous data, not assumptions.

GLOBAL REACH

With a vast network of consultants and specialists stationed on every continent, we deliver a world of perspectives straight to your doorstep. This extensive global footprint empowers us to offer solutions that are finely tuned to local nuances. At the core of The Culture Factor is an unwavering commitment to customer satisfaction, achieved



The Culture
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Consulting | Coaching | Certification | Tooling

Learn more: www.theculturefactor.com
Contact us: sales@theculturefactor.com