



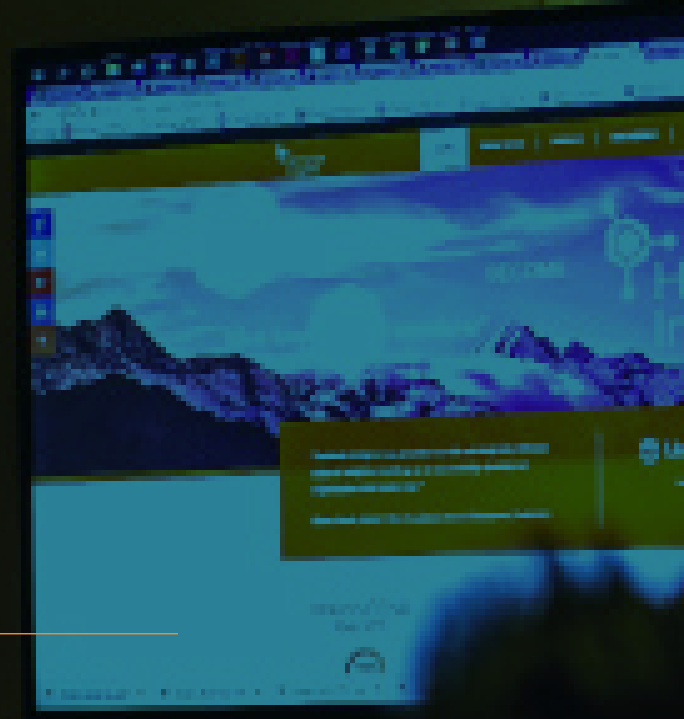
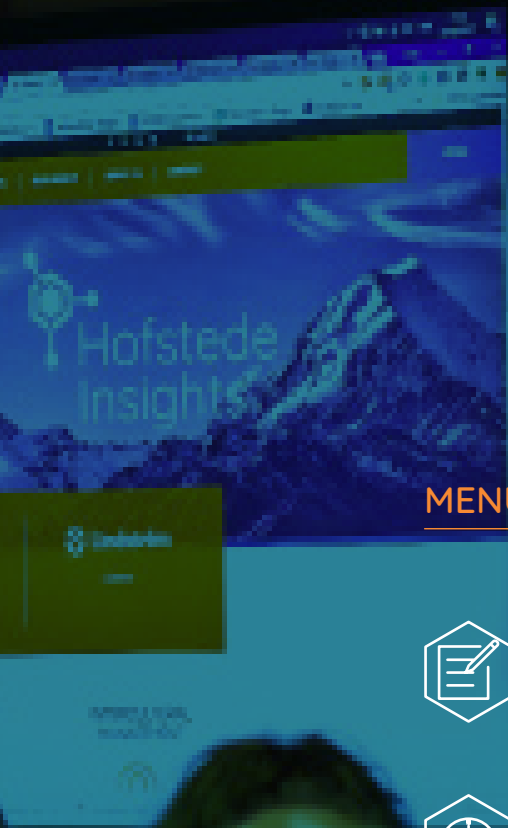
The Culture
Factor
| GROUP

INTERCULTURAL COMPETENCE

PROGRAMME

Designed for global teams

by THE CULTURE FACTOR GROUP



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INTERCULTURAL COMPETENCE PROGRAMME

This tailored programme includes **practical sessions and analytical tools designed for multinational teams** or companies. Practical skills and knowledge acquired in this programme will serve participants in any culturally diverse situation improving their collaboration, team alignment and communication. Each programme starts with understanding the needs of the team or organisation and identifying the focus topics in discussion with organisation's stakeholders.



What will you get?

- Training needs analysis
- Programme adaptation
- Access to the online tools:
 - E-Learning Master Class
 - Culture Compass
- Interactive workshop series
- Evaluation and debrief with the organisation's stakeholders

During the engaging programme we will focus on:

- Visualisation of how the selected cultures differ at the deepest level using the research on National Culture.
- The use of our data-driven tools to predict where cross-cultural pain points might occur.



PROGRAMME

FORMAT

1. One-day face-to-face workshop
or
 2. Virtual workshop - two half-days
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STRUCTURE

Morning/first half-day: Introduction to **National Culture**, including a **Culture Compass™** report for each participant

Afternoon/second half-day: Working on **cross-cultural communication practices**, including case study and exercises

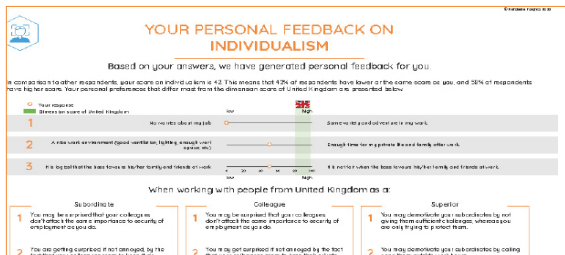
OVERVIEW OF STANDARD WORKSHOP DELIVERIES

Welcome
Ice breaker and debrief
What is culture?
Debrief Culture Compass report
6-D model of National Culture incl. exercises
Selected case study
Case study debrief
Adaptive leadership - exercise
Cross-cultural communication workshop
Cross-cultural management techniques
Lessons learned and wrap-up

*The agenda may differ based on the initial training needs analysis.

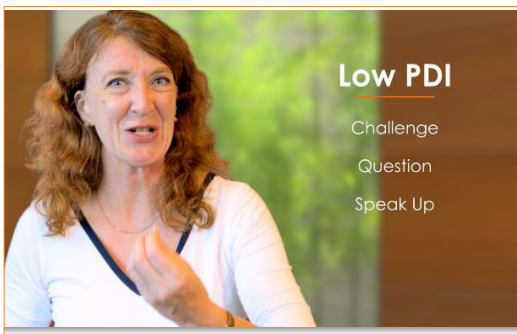
TOOLS

The Culture Compass™ Personal Assessment



The Culture Compass™ helps you understand the impact of your own cultural value preferences and behaviour while working with people from selected countries, and recognise how your own, personal background impacts the way you see and resolve problems in the workplace.

E-Learning Master-Class



The e-learning Master-Class, will help you explore the impact of culture on working effectively and confidently despite differences in culture and experience.

In addition, you will gain a better understanding of the 6-D model, a practical and validated model for intercultural management. It is the first step to understanding and managing individual and collective behaviours in an intercultural context.

The Culture Portal Platform



The Culture Portal is a platform simplifying the communication between the facilitator and participants of the programme. It provides a better user experience for participants by having all technical tools (surveys, E-Learning, Culture Compass, materials) together with their own reports accessible in one place. Should there be any changes, the facilitator can inform participants directly via the platform.

WE TAILOR THE PROGRAMME TO YOUR NEEDS

Understanding your organisation's needs is our priority. Thanks to our pre-course survey, training needs analysis and discussions with you, we will be able to determine:

- Main topics of interest (eg. management strategies, conflict management, virtual collaboration,...)
- Selection of focus countries depending on participants' needs

Case Study

- Standard case study - based on your needs we will select one of our standard case studies taking the topics and countries of interest into consideration.
- Customized case study - based on several interviews conducted with selected employees of your company we develop a case study that is based on your industry, organization, current issues - your needs. This case study remains a part of your account only and is not used with other clients.

YOUR FACILITATORS

After the first assessment call, we will select a facilitator that fits your needs and profile.

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. We will make sure to find the perfect fit for the needs of your team or organisation.

With proven cases from working with brands such as GE, Microsoft, Unilever, Nike, the UNDP and many more, Hofstede Insights brings organisations from international presence to true global effectiveness.

YOUR VIRTUAL BADGE



Share your achievements with your network!

After completing the programme, all participants will receive a virtual badge to share on their social media accounts.

PRICE

Essential

<15 participants

Pre-course
Intake calls
Adaption of content
Analytical tools
Face-to-face or online workshops
Evaluation survey
Debrief

4100 euro*

Extended

<15 participants

Pre-course
Intake calls
Adaption of content
Analytical tools
Face-to-face or online workshops
Evaluation survey
Debrief
Stakeholder interviews
1 customized case study

7600 euro*

Additional elements

15+ groups
Stakeholder interviews
Customized case study
Working practice scan
Coaching

Please request pricing

Additional costs - travel costs for face-to-face deliveries if applicable.
Discount of -10% if the virtual workshop sessions are hosted by client on client's platform (including technical support).

*Starting at

CONTACT US

For more information or to request a tailored quote, please contact us at

sales@theculturefactor.com.



WERE YOU SEARCHING FOR SOMETHING ELSE?

BEYOND CULTURAL AWARENESS PROGRAMME

Join the Beyond Cultural Awareness virtual programme to redefine your understanding of cultural dynamics. Whether you're in a leadership role or aspiring to be, this programme provides the keys to leveraging culture for growth, innovation, and collaboration.

More information including a brochure can be found on our website: <https://www.hofstede-insights.com/beyond-cultural-awareness-programme>

INTERESTED IN A COACHING PROGRAMME FOR EXECUTIVES?

We also offer a fully tailored coaching programme designed for C-suite executives. This programme is available for individuals or executive teams.

After completing the CEO programme:

- » you will understand how Culture influences management and leadership on and offline,
- » you will discover how Organisational Culture influences your organisation,
- » how your own behaviour impacts Organisational Culture
- » and you will learn what you can do to make sure all of this supports your strategy.

Select one of the available paths that suits your needs best!

- Leadership and Trust
- Global Mobility
- Branding and Culture

Visit our website for more information at <https://hi.hofstede-insights.com/ceo-programme>

Any questions about our programmes and tools can
be sent to sales@theculturefactor.com



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 challenges.

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 in which you operate.

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 through global excellence.



The Culture
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Consulting | Coaching | Certification | Tooling

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