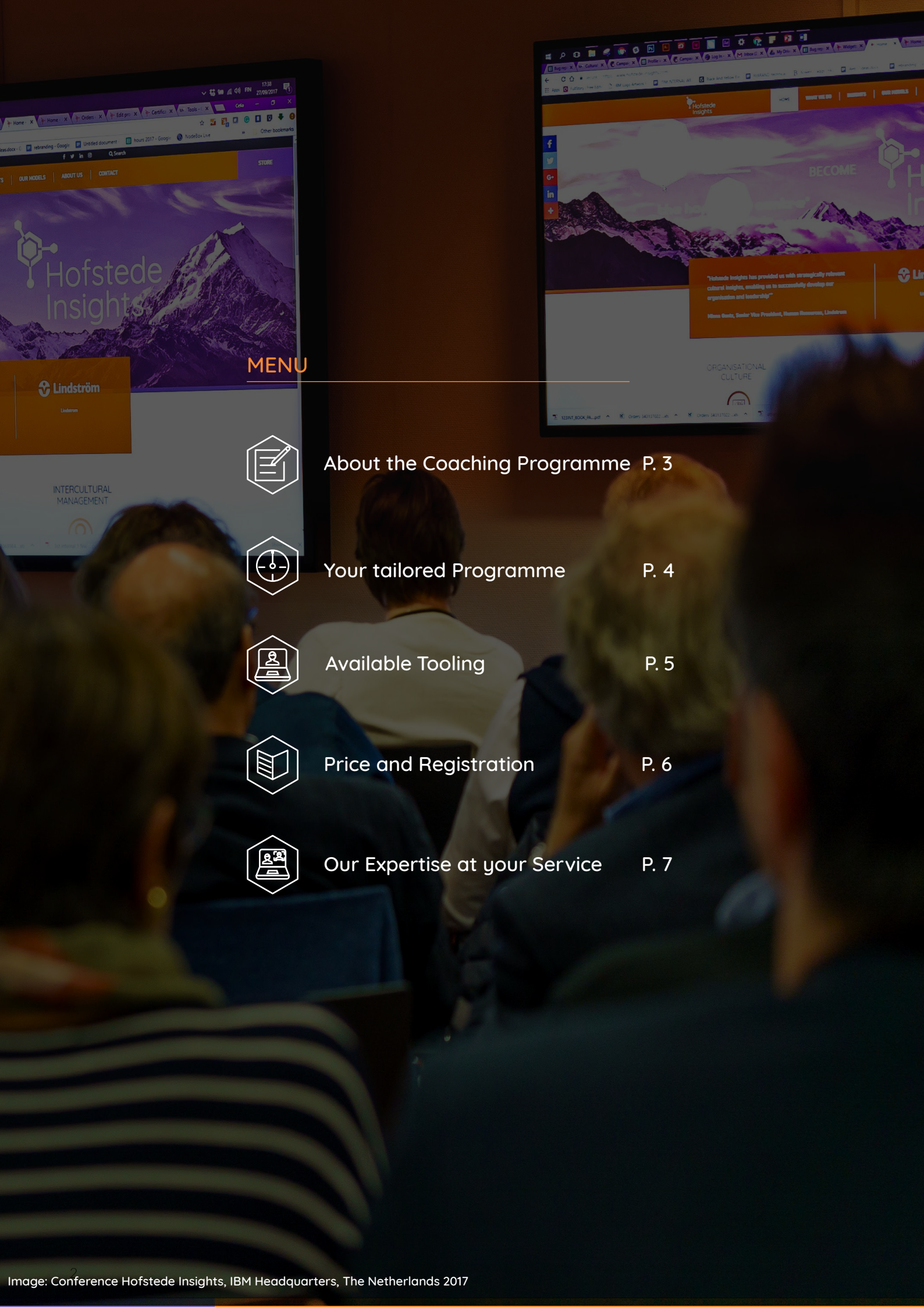


A programme by Hofstede Insights

CULTURAL EXECUTIVE OWNERSHIP

COACHING PROGRAMME

Designed by leaders for leaders



MENU



About the Coaching Programme P. 3



Your tailored Programme P. 4



Available Tooling P. 5



Price and Registration P. 6



Our Expertise at your Service P. 7

CULTURAL EXECUTIVE OWNERSHIP

The Cultural Executive Ownership (CEO) coaching programme is a **fully tailored programme**, designed for C-suite executives.

This exclusive coaching programme will equip you with the necessary competencies to effectively respond to the challenges that global leaders are faced with today. It is designed to create insights into how leadership behaviour impacts working practices across the globe. It will provide you with best practices for effective global leadership, and deliver concrete and personalised feedback on how to better leverage one's own behaviour.

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, and how your own behaviour impacts Organisational Culture. Most importantly, you will learn what you can do to make sure all of this supports your strategy.

The CEO programme includes:

- An interactive e-learning Master-Class
 - 6 coaching sessions
 - A leadership analysis
- A selection of relevant assessments
- Target paths for you to further tailor your programme
 - A personal plan



**Also available
for executive
teams**

TESTIMONIAL

"A group of 24 of our local leadership team members participated in Hofstede Insight's CEO (Cultural Executive Ownership) Program. The program enabled a very open and deeply personal reflection and discussion within the team on how we can further support our new GE strategy by our own behaviour, within the context of our local operations. The cultural insights provided made it easier for our team members to align their own way of working with the new strategy. I can highly recommend any manager working internationally to participate to this program."

Nina Jankola-Vantar

Country HR manager

PROGRAMME

KICK-OFF AND INTAKE

The programme starts with an introduction and an intake interview during which explicit KPI's are defined.

LEADERSHIP ANALYSIS

A leadership analysis based on the feedback of 5 peers and 5 subordinates provides insights into the effectiveness of your leadership behaviour. The focus of this first coaching session is based on the results of the analysis.

CULTURE AND LEADERSHIP

For leaders, understanding how national culture impacts behavioral perceptions is essential.

The focus of this session lies on the analysis of the personal cultural assessment you have completed before the session.

YOUR PATH

Choose what you want to focus on

PATH A

LEADERSHIP & TRUST

The influence of culture on establishing trust in global teams.

Understand and influence the 10 key behaviours leaders need to showcase when they want to increase the likelihood of being trusted, especially across borders.

PATH B

GLOBAL MOBILITY

Improve your chances of success when living in or moving to an unfamiliar culture.

Develop the necessary abilities to reflect on and adapt your attitude and behavior while interacting with culturally different people, environments, and situations.

PATH C

BRANDING & CULTURE

Upcoming

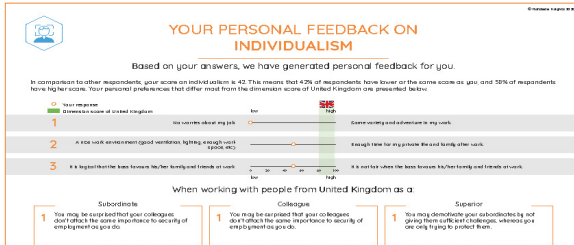
REFLECT AND PLAN

Reflect on your development and plan the next steps needed to develop yourself further.

PROGRAMME

A complete programme including live coaching sessions, homework, exercises and assessments.

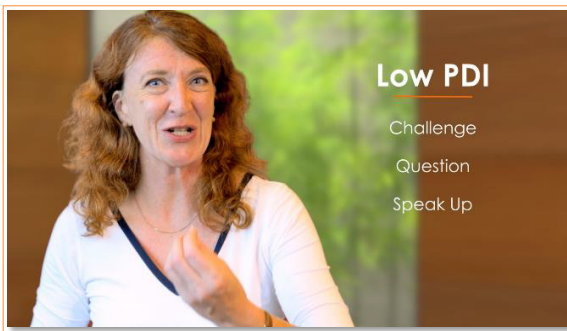
The Culture Compass Personal Assessment



The Hofstede Insights 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.

Your coach will use the results to address possible blind spots to be mindful of.

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.

Leadership Analysis - Executive Match



Leadership behaviour is an extremely powerful tool to show the way to the rest of the organisation.

With the Executive Match you will discover:

- If you are really “walking the talk”,
- If there are opportunities for improvement,
- How accurate is your self-image,
- How does your self-assessment compare to the external view.



Choose a path

with 3 focus areas to choose from you are in control

PATH 1: LEADERSHIP AND TRUST

Trust is at the heart of every organisation.

Using our proprietary Organisational Trust Indicator, your coach, will help you identify, understand and influence the 10 key behaviours leaders need to showcase when they want to increase the likelihood of being trusted, especially across borders.

You will practise potential solutions to problem situations related to different communication styles between two or more cultures.

You will create a plan for clear communication practices in multicultural teams and discover practical ways to increase trusts inside your organisation.

PATH 2: GLOBAL MOBILITY

From awareness to adaptability: Improve your chances of success when living in an unfamiliar culture.

Using a powerful combination of coaching and predictive analytics, develop your ability to adjust your attitude and behavior while interacting with culturally different people, environments, and situations.

With our proprietary CAP assessment, you will discover your current adaptability scores. Based on this result, your coach will pinpoint specific areas of improvement.

PATH 3: BRANDING & CULTURE

Upcoming



Meet your coach

A certified professional who you can trust

MEET YOUR COACH

After the first assessment call, you will be assigned a coach that fits your needs and profile.

Our coaches are certified and possess extensive professional experience in various industries. They have occupied high-level positions in organisations or institutions of all sizes. They possess the knowledge on how to implement culturally sensitive management, align working practices with strategic goals and help with creating organisations which have the Best Culture to Perform. Having been in position of leadership themselves they understand the context, opportunities and challenges leaders are faced with on a daily basis.

CEO PROGRAMME FOR LEADERSHIP TEAMS

A modified version of the CEO programme is available for leadership teams. The programme are heavily tailored based on the requirement of your L&D or HR team.

Contact us to receive an offer for your team.



PRICE

5000 EUR per participant*

* The final price depends on the level of seniority of both the applicant and the coach. The price above is based on e-coaching and is exclusive of applicable taxes and travel related costs, in the case of physical meetings.

CONTACT US



For more information or to receive a tailored quote for the Cultural Executive Ownership programme, please contact us at sales@hofstede-insights.com.

OUR EXPERTISE AT YOUR SERVICE

Hofstede Insights has spent over 35 years helping some of the world's largest organisations transform their intercultural and organisational challenges into business success stories, and translating academic research into powerful actions.

We offer high quality expert services and solutions in the field of culture and management based on academic research and a wealth of practical experience.



UNIQUENESS

The only organisation offering a combination of Organisational and National Culture expertise.



WORLDWIDE

A worldwide network of expert consultants blend their knowledge with a deep human insight; each brings wisdom born of experience and skilled cultural observation.



EFFICIENCY

Unique expertise in translating scientific knowledge into applicable and concrete business solutions.



FLEXIBILITY

Your reality first! Powerful tailor-made solutions that unleash transformative change.



RELIABILITY

Anchored in rigorous academic theory, our data-driven analysis pinpoints the role and scope of culture in your organisation's success.



SENIORITY

A European organisation, founded in 1985. We have worked with some of the world's largest organisations.



Hofstede Insights

Consulting | Coaching | Certification | Tooling

Learn more: www.hofstede-insights.com
Contact us: sales@hofstede-insights.com