

Cultural Agility

Prepare Leaders Using Real Business Challenges in High Growth Countries

In a world, which is more interconnected than ever before, with faster information flow and shorter innovation cycles, leaders need to make major transitions in the way they think and act to succeed. Challenges and opportunities of this new reality are particularly evident in rapidly developing parts of the world such as Africa, Asia and Latin America, where the speed of change is faster, the level of opportunity is greater, and where diversity is most pronounced.

With our partners at Emerging World, Sage Ways adds a cultural dimension to agility using international service learning programs in high growth markets. These customized learning experiences develop leader's skills while helping them learn to adapt quickly, comfortably, and successfully to cross-cultural and international environments.

Why Cultural Agility Solutions?

Leading global organizations including Microsoft, EY, Credit Suisse and Glaxo Smith Kline use innovative international service learning programs to support their leadership development efforts. The benefits of these learning experiences fall into 3 distinct areas - leadership, collaboration and transformation.

LEADERSHIP. For high-potentials, who are transitioning into global leadership roles or simply need to better understand the global market they serve, this approach strengthens a global mind-set and sharpens critical thinking while dealing with ambiguity and cultural diversity.

COLLABORATION. For leaders of diverse global teams seeking to enhance performance, collaboration, interpersonal skills and team output.

TRANSFORMATION. For leaders of change, who are responsible for driving transformation initiatives, the program helps them look at old problems in a new light by engaging with both internal and external stakeholders as well as corporate social responsibility and citizenship efforts.

Why it works...

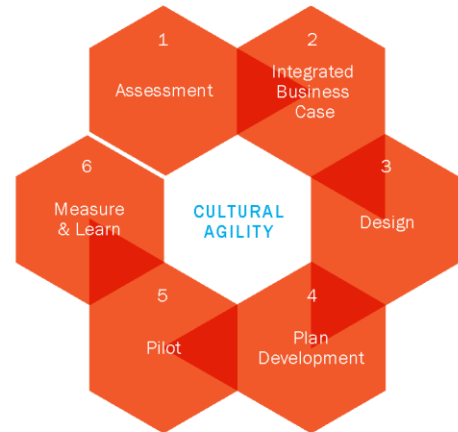
International service learning moves participants outside their comfort zone, pressure testing their skills and helping them think differently. The experience is a catalyst to balancing diverse perspectives, building resilience, and developing global leadership competencies. Leaders develop skills that help them transcend boundaries to operate authentically, ethically and successfully.



How Does It Work?

The program is a six-step process for increasing the cultural agility of your leaders.

1. **ASSESSMENT.** Conduct an exploration of learning needs for target audience.
2. **INTEGRATED BUSINESS CASE.** Ensure that the program is aligned with business, HR and corporate social responsibility goals.
3. **DESIGN.** Outline design options that meet the needs of the learning and development team as well as the target audience.
4. **PLAN DEVELOPMENT.** Design immersive development experiences that stretch leaders in new and different ways, supported with coaching.
5. **PILOT.** Where possible start with a small scale test to gain participant feedback.
6. **MEASURE AND LEARN.** Program results are measured by industry standard efficiency, effectiveness and outcome metrics. Learnings and best practices are captured and integrated.



What's the Result?

Emerging World's 2015 research study of 300 participants demonstrated that international service learning has a positive and lasting impact on leadership behavior, career mobility, retention and engagement. For example 99% have recommended the program, 78% reported greater loyalty to their organization, and 66% moved to roles of increased responsibility.

Please contact us at hello@sagewaysconsulting.com for a copy of the research study.



Create the capability to change.

Sage Ways helps people and businesses create a dynamic capability to change, so they can adapt to today's ever-increasing demands and complexities with ease and creativity.

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