

Cultural difference – a ‘deep dive’

5: Hierarchy, collaboration and control

90-minute webinar

This interactive session focuses on three key cultural dimensions that influence business relationships and management styles. Perception of power and hierarchy influences one’s communication style, decision- making and project management. At the same time, our inner beliefs about collaboration and individual competition determine the way we build teams, delegate, and share information and knowledge.

Prerequisite: having attended the introductory session on ‘Understanding cultural difference’.

Learning objectives

- Understand the key cultural dimensions of our relationship to power, responsibility and group sharing
- Appreciate their impact on daily business situations
- Reflect on personal preferences and their impact on current relationships and work environments
- Build a personal action plan to implement learning in the workplace

Format

A highly interactive 90-minute webinar for groups of 6 to 8, this module alternates short classroom-style explanations with smaller-group / peer discussions and exercises, and individual reflection and planning.

It can also be delivered to multi-cultural teams, regrouping participants from different cultures at the same time, serving as a team-building opportunity as well as a cultural awareness-raising session.

Webinar overview

1 Introduction

- Objectives and agenda
- Quick review of culture and cultural dimensions
- The value of being able to understand key cultural dimensions

2 Hierarchy and power

- Cultural aspects of our notions of hierarchy and power
- Implications for business practices and management styles
- Experience-sharing and individual challenges

3 Responsibility and control

- Cultural aspects of our notions of responsibility and control
- Implications for delegation, control, and reporting processes
- Self-evaluation and individual challenges

4 Collaboration, teams and organisations

- Cultural aspects of our notions of collaboration
- Implications for management style, information and knowledge-sharing
- Self-reflection and sharing

5 Action plan and next steps

- Summary of key learning points
- Reflection and sharing of next steps

6 Close

Facilitator

Angela Lequenne is an experienced cross-cultural coach and trainer, with experience of cultures across Europe and north America. An Italian living in France, she is particularly alert to the potential pitfalls and benefits when working across cultures. Passionate about foreign cultures, human relationships and service, she developed a global career in travel and hospitality for over 20 years in companies such as Disney, Jet Tours and Hotelplan before becoming a highly successful trainer and coach.