

Can you afford to fail?

Organisations routinely do due diligence but many often fail to incorporate **cultural due diligence** (Denison & Ko, 2016).

The majority admit they do not have the skills and capabilities they need to navigate a global context (Bersin et al., 2016, Deloitte Insights, 2019).

The global mindset development approach offered in this training programme is not your typical Diversity or Cross Cultural Training Programme. The scope is evidenced based and expertly designed to take into account your organisational needs, requirements and budgets. It aims for a whole organisational approach and is therefore appropriate for those in normative, strategic and operational roles.

Trust us to equip your business with the tools necessary to thrive in international business.

Based in London, the hub of internal business, we offer multiple solutions to fit your business needs. Consultancy experts with over 20 years of experiences working with businesses who are breaking into the transnational market. Core business values include evidence based practice, discretion, confidentiality, diversity and sustainable business growth approach to business expansion.



**Think global,
Be global,
Build global.**

Packages

1 year initial contract with services to be explicitly agreed upfront. The organisation should be open to sharing company strategy and policy documents to maximise learning.

Like many other companies we offer a basic package which start from £10,000 plus travel and subsistence. To include

- **Asynchronous e-learning** - to include theory of the frameworks and country specific information
- **Self assessment and feedback**
- **Workshops and roleplay** - Communication skills and learning strategies for change and ambiguity (Wibbeke & McArthur, 2014)
- **24/7 Coaching support** and journaling time to encourage reflection and growth - support available via the website 24/7.
- Country profiling exercises
- **24/7 Wellbeing and Counselling support**

What sets us apart is our enhanced offer which can be added as bespoke options to fit your organisation needed.

- **Work experience** facilitation
- **1:1 work with individuals who are about to be deployed** and those who are deployed to another country to improve transition prospects (Javidan et al. 2025).
- **1:1 with women leaders** to prepare for work in cultures where inequality and misogyny is normalised (Song, 2024).
- Collaborative roundtable sessions with Harvard Business and other transnational companies to **explore trending and challenging topics** such as the necessity to build emotional and social intelligence skills in the workforce, AI and cyber security, sustainability, ethics, population changes and migration (Harvard Business Impact, 2025).
- **Expatriate Management Service** - based on Tudoran & Tudoran's (2025) paper we offer a specialised service to work comprehensively with you to recruit, select and prepare specific individuals who will be deployed and repatriated to ensure smooth transition.

**You've decided to
internationalise,
what next?**

The One World Global Leadership Development Programme



One World Global Leadership Solutions

Contact us today hello@oneworld.com.
Find out more about our evidence-based
training programmes on our website:
www.oneworldsolutions.com

Why invest in Global Leadership?

You have the conditions in which to internationalise the business (Dunning, 1977) and are now in the exploration stage to understand how to operate overseas. Congratulations! **Global business helps create a competitive advantage** by driving growth and sustainability in an increasingly mobile and technological world (Gupta et al., 2024).

Have you thought about recruitment optimisation, working with new time zones, cultural differences, legalities and regulations?

Many years of experience and research shows many organisations fail to invest time and finances into nurturing the skills and knowledge required for successful transition to an overseas market Caligiuri and Tarique, (2012), Mendenhall et al., (2012), Hruby et al., (2024). No skills development can result in unrealised business opportunities (Ghemawat, 2011), poorly evidenced training can result in reputational and financial implications for the business. Lessons from large scale failures like Walmart (Hunt et al. 2018) helps to improve understanding around cultural differences and lack of preparedness.

Is your workforce ready to lead the business into the global market?

Organisations need to think differently in a global market (from an ethnocentric approach to a geocentric approach) to foster an environment for worldwide innovation and learning (Perlmutter, 1969). **Relationships** (Johanson & Vahlne, 2009) and **cultural agility** (Caligiuri & Caprar, 2023) are cornerstones to successful transition to a global market.

Global leadership literature has traditionally lacked rigorous definition (Pless et al., 2011) perhaps highlighting the multi-faceted nature of the skills required to be a global leader. This programme aligns closely with the NEW evidenced research that suggests 3 dimensions: **contextual** (complex and ambiguous), **relational** (flow of information, boundary spanning) and spatio-temporal (**presence**) for an individual to inspire others fostering both individual and collective growth (Mendenhall et al., 2012).

Building Competencies

Increasing interest from businesses and researchers have led to the development of a number of frameworks have been developed for developing global mindset capital/competencies, all of which agree that there is a multi-dimensional and operates successfully when using enhanced skills (Adresen & Bergdolt, 2017, Javidan, Teagarden & Bowen, 2010, den Dekker, 2013).

The good news for businesses is that these skills can be developed through knowledge and experience. This programme proudly uses two internationally renowned frameworks as the basis of training.

Setting the scene and enhancing awareness- Self, team, business a 3 pronged approach Understanding the self, leadership and its benefits for global working includes a Self assessment (to include personality, communication and Emotional Intelligence) - initial reflection (Goleman, 1998, Harvard Business School, 2019).

Understanding of the global leader literature and how skills required are more diverse and specialised. Linking company values, requirements and processes to gaps in skills and determine why a move away from ethnocentrism can be beneficial to the individual and company (link to company values, mission statement, business aspirations).

This training will provide an overview of why this training is taking place and provide the learner with sufficient context to understand the benefits of undertaking training.

Wibbeke's (2009) 7 C's for Interculturally Competent Leadership Framework - serves as a solid foundation for the training programme which navigates the attendee to think about these skills from a 360 degree perspective gaining a deep understanding how they can improve business across intrapersonal, interpersonal and social/strategic domains. The course is edited and moulded to serve organisational needs and in business opportunities are incorporated.



The training will ensure attendees have:

- a greater understanding of the benefits of becoming a multi-skilled, aware and knowledgeable global leader who leads confidently during ambiguity.
- an opportunity to think critically about their skills and where there may be areas of development.

Hofstede et al.'s (2010) 6 cultural dimensions - serves to prepare the attendee for working in a specific new environment by taking a deep dive into the country's culture and questioning how this may be relevant to business, management and leadership.

Based around a country of your choice attendees will:

- understand what leadership, structures, power and hierarchies looks like.
- gain a basic knowledge of the country's history, belief systems and cultural norms.
- help you prepare yourself and your organisation for times of ambiguity and potential culture clashes
- be better prepared for culture shock by preplanning and preparing for change
- have opportunities to practice relational and communicational leadership skills appropriate for the country
- understand how to support staff wellbeing

Instructions: Designed as a trifold brochure to be printed only on A3 glossy paper.

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