

## CLIENT CASES

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### 1. COMPANY MERGER

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**SCOPE**

Build intercultural awareness for two companies that have recently merged, large group event

**APPROACH**

Build know-how on cultural dimensions and perspectives, understand one's own cultural background, plan collaboration in any situation of diversity

**OUTCOME**

Built intercultural effectiveness in international context

### 2. LEADERSHIP ACROSS CONTINENTS

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**SCOPE**

Build a newly formed intercultural leadership team across continents

**APPROACH**

Work with the team face-to-face and via Telepresence videoconferencing. Resolve conflicts: address communication styles, clarify roles and responsibilities. Monitor regular meetings and process consult to help the team get on track. Coalesce the team around new or redefined tasks and challenges.

**OUTCOME**

Team has increased self-awareness and better understands how to work effectively across time zones

### 3. INNOVATION TECHNIQUES

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**SCOPE**

Train innovation techniques and solutions

**APPROACH**

Highlight directions teams can take to increase innovation awareness. Learn tools and techniques that guide the innovation process.

**OUTCOME**

Helped the team move forward by applying innovative thinking and techniques

### 4. HIGH-POTENTIAL WOMEN'S PROGRAM

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**SCOPE**

Women's program to enhance career paths of high-potential women

**APPROACH**

Learn critical skills and strategies for success in career development, e.g. how to make an impact, increase self confidence, enhance communication/presentation skills, increase resilience when dealing with conflicts and setbacks

**OUTCOME**

Participants have more clarity and are better prepared for next career development steps

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## 5. CAREER DEVELOPMENT DIALOGS

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### **SCOPE**

How to conduct individual career development dialogs with employees

### **APPROACH**

Train different communication models, use Appreciative Inquiry, find values that drive individuals, handle difficult conversations.

### **OUTCOME**

Understand functions and effects of career development, know best practices for conducting a Career Development Dialogue, feel empowered to establish a career development conversation and plan

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## 6. EXPAT / IMPAT COACHING

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### **SCOPE**

Coach expats and their family to adapt to their new environment

### **APPROACH**

Understand cultural differences, be aware of own culture and identity, facilitate integration into new country

### **OUTCOME**

Family overcomes the difficult first half year threshold and prolong their stay

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## 7. DIVERSITY & INCLUSION MODEL ELABORATION

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### **SCOPE**

Create a diversity and inclusion (D&I) model for inclusive leadership

### **APPROACH**

Establish model and corresponding guidance document. Show how to apply the model and embed inclusion within the management and leadership program

### **OUTCOME**

Designed D&I guidelines for creating an inclusive environment