

Case example: 'Intercultural coaching for leaders'

Case example 2

Intercultural coaching for leaders

For 12 years now, Dr Hans-Jörg Keller has been supporting leaders in intercultural coaching sessions to achieve their personal and professional goals. While co-operating with other cultures they are to become self-confident and develop their intercultural competence step by step. The sessions are tailored to the needs and wishes of the coachees.

Supporting the development of competencies

On the one hand, there are German expatriates who are preparing for an overseas assignment in a foreign culture and want to understand the thinking, feeling and behaviour of its people. On the other, foreign managers have to learn how to behave in an appropriate way within German culture. They are supposed to integrate quickly into their company and their new private social environment, and learn how to build relationships and achieve their professional and personal goals.

Knowing and understanding values, standards and behaviour

Many leaders are constantly switching between different cultures: yesterday a visit to a customer in Helsinki, today an important meeting at the locations in Istanbul, tomorrow a conference in Shanghai. Everywhere in the world, they have to communicate, negotiate, resolve conflicts, motivate employees and satisfy demanding customers. How can they understand their partners from other cultures? What do they have to know about important values, standards and behaviour of other cultures to be appropriately prepared for their partners?

Today specialists and employees work internationally as well

Today also specialists and employees work more and more closely with colleagues, customers and suppliers from other countries. What do they have to know about their cultures to avoid working against them instead of working together in a professional way? How do they organize their work processes? How do they communicate? How do they make decisions? How do they cope with conflicts? How can they understand to what extent the behaviour of their partners is influenced by their own culture, by their individual personality or by the context of their collaboration?.

Finding answers and overcoming resistance and prejudices

Dr Hans-Jörg Keller supports his coachees in finding answers to these questions, helps them to overcome prejudices and inner resistance, and coaches them to build up the intercultural competence they need to cope with the manifold challenges of a globalized world.

Please ask for more information via e-mail: office@keller-leadership.com