

Leading Globally

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Agenda

- Why is leading globally important?
- How does it fit with diversity?
- Where do you start?
- How do continue to grow?

Global is Unavoidable

- Purchase goods and services from companies that operate everywhere
- Work with people from different countries and backgrounds
- Impacted by policies and choices of the global community

Understand Role of Diversity

- My definition of diversity is “different than me”
 - includes all the government classifications of difference and many more
- Gender is a universal concept
 - Race and ethnicity and some other classifications less so
- Understanding Similarities and Differences is KEY to leading globally
 - Degrees of difference
 - Power and privilege impact what is visible
 - Nuances are easy to miss or misinterpret

Assess Your Global Mindset

Examine your lived experience:

- Family history
- Travel
- Education
- Community

Assess how global your worldview is:

- If narrow, will need to work harder
- Take learnings and develop an approach

Gain Global Experience and Perspective

Understand how “Global” impacts your company

- Teams and Offices
- Customers
- Vendors and Suppliers
- Competition
- Managing across borders
- Living and working across borders

Make the Most of Each Opportunity

- Assume a level of difference
- Be curious and ask “seek to understand” questions
- Test mental models; they often differ
- Understand communication preferences or norms
- Be prepared to apologize if miss an important difference
- Invest in learning
 - about people – personal story, mental models
 - about a country or culture –food, art, history
- Share your perspective and teach as you learn

Create Mechanisms to Continue to Grow

- Follow diverse news sources with a global view
- Read authors and influencers that challenge your opinions and beliefs
- Find opportunities to gain perspective you don't have
- Seek advice from a broad set of people personally and professionally who have a different lived experience than you
- Get comfortable being uncomfortable; push your boundaries and assumptions

Questions?