

GLOBAL LEADERSHIP SKILLS



GENTEX[®]
TRAINING CENTER



Introduction

Global Leadership Skills prepares leaders to work effectively across borders, cultures, and time zones. Global roles multiply the complexity of leadership: different legal systems, different expectations of authority, different communication norms, and teams that may never meet in person. This Global Leadership Skills Training Course builds the capability to lead in that environment without losing clarity or credibility. Participants examine cultural frameworks, cross-cultural communication, global team leadership, virtual collaboration, and ethical conduct across jurisdictions. Furthermore, the course covers Hofstede's cultural dimensions, the GLOBE study, the CQ (cultural intelligence) framework, and Tulving's communication style models. It also addresses leading multicultural teams, managing remote collaboration, and navigating global matrix structures. As a result, participants leave able to lead internationally with confidence and cultural sensitivity.

Global Leadership Skills Course Objectives

- Apply cultural frameworks including Hofstede's dimensions and the GLOBE study to leadership practice.
- Develop cultural intelligence (CQ) across cognitive, motivational, and behavioural dimensions.
- Communicate effectively across cultures with adapted styles and clear intent.
- Lead multicultural and virtual teams with clear direction and inclusion.
- Manage time zone, language, and distance challenges in global collaboration.
- Build trust across cultures using relationship norms and reciprocity.
- Navigate global matrix structures and dual reporting lines.
- Apply ethical leadership across differing legal and cultural contexts.
- Manage conflicts arising from cultural misunderstanding.
- Build a personal global leadership development plan.



Course Methodology

The course applies interactive, practice-based methods:

- Facilitated workshops on live cross-cultural leadership challenges.
- Case studies of global leadership success and failure.
- Role-play of cross-cultural negotiations, feedback, and team meetings.
- Self-assessment of cultural intelligence and leadership style.
- Group exercises on virtual team design and inclusion.
- Action planning that converts each framework into a global leadership habit.

Who Should Take This Course

- Global and regional business leaders.
- Managers leading cross-border or virtual teams.
- Expatriate and international assignment managers.
- HR and global mobility professionals.
- International sales and partnership leads.
- Professionals working in multinational organizations.

Global Leadership Skills Course Outlines

Day 1: Foundations of Global Leadership

- Defining global leadership and its distinctive demands.
- Understanding globalization's effect on leadership practice.
- Reviewing cultural frameworks: Hofstede, Trompenaars, and the GLOBE study.
- Applying cultural intelligence (CQ) across its four dimensions.

LEARN BOLD. LEAD BEYOND

GENTEX Training Center LLC | Orlando - FL, USA
Info@gentextraining.com



- Recognizing your own cultural assumptions and biases.
- Assessing your global leadership readiness.
- Setting personal global leadership development priorities.

Day 2: Cross-Cultural Communication

- Adapting communication style across high- and low-context cultures.
- Understanding direct and indirect communication patterns.
- Managing language barriers and non-native speaker inclusion.
- Applying the pyramid principle for clarity across cultures.
- Using active listening and confirm-back techniques remotely.
- Handling humour, idioms, and cultural references carefully.
- Practising cross-cultural communication in role-play.

Day 3: Leading Multicultural and Virtual Teams

- Building trust in multicultural and virtual teams.
- Setting expectations, standards, and decision rights globally.
- Managing time zones, asynchronous work, and meeting design.
- Building inclusion so all voices contribute.
- Giving feedback across cultural expectations of directness.
- Motivating teams with differing values and priorities.
- Designing a virtual team operating agreement.

Day 4: Global Structures, Ethics, and Compliance

- Navigating global matrix structures and dual reporting.
- Influencing stakeholders across headquarters and regions.



LEARN BOLD. LEAD BEYOND

GENTEX Training Center LLC | Orlando - FL, USA
Info@gentextraining.com



- Managing global-local tension in decision-making.
- Applying ethical standards across legal and cultural differences.
- Understanding anti-bribery, data privacy, and labour law basics.
- Handling cultural misunderstanding and conflict constructively.
- Building a stakeholder and influence map for a global role.

Day 5: Influence, Mobility, and Global Leadership Practice

- Negotiating and influencing across cultures using interest-based methods.
- Building credibility as an outsider or newcomer in a market.
- Managing expatriate transitions, families, and repatriation.
- Building global networks and mentoring relationships.
- Sustaining personal resilience across travel and time zones.
- Reviewing global leadership practice with reflection and feedback.
- Finalizing a personal global leadership action plan.

Conclusion

By successfully completing Global Leadership Skills, participants will have acquired practical knowledge of cultural frameworks, cross-cultural communication, multicultural and virtual team leadership, global structures, and ethical practice across jurisdictions. They will have gained skills in cultural intelligence application, cross-cultural communication and adaptation, multicultural and virtual team leadership, and global stakeholder influence with ethical judgement, plus a personal action plan. Gentex Training Center designed this program to help leaders work effectively across borders.





FAQs

Q1 What is the "Global Leadership Skills" course about?

It develops leadership capability for international and cross-cultural work. Participants study cultural frameworks, cultural intelligence, cross-cultural communication, multicultural and virtual team leadership, global matrix structures, and ethical practice across jurisdictions.

Q2 What are the key benefits of the "Global Leadership Skills" course?

Participants gain stronger cross-cultural communication, better trust with international teams, and fewer misunderstandings in global collaboration. Organisations also see more effective virtual teams, smoother global-local coordination, and leaders who represent the business credibly in different markets.

Q3 What skills will I gain from the "Global Leadership Skills" course?

You will develop four core skills: cultural intelligence application, cross-cultural communication and adaptation, multicultural and virtual team leadership, and global stakeholder influence with ethical judgement.



Q4 What tools, methods, or standards are covered in the "Global Leadership Skills" course?

The course covers Hofstede's cultural dimensions, Trompenaars' cultural model, the GLOBE study, the CQ (cultural intelligence) framework, high- and low-context communication models, asynchronous collaboration practice, virtual team charters and operating agreements, matrix and dual-reporting navigation, interest-based negotiation, and anti-bribery, data privacy and labour law fundamentals.

Q5 How is the "Global Leadership Skills" course applied in real-world practice?

Participants apply the methods to live global tasks, such as leading a cross-border team meeting, giving feedback across cultural expectations, building a virtual team agreement, influencing a regional stakeholder, and planning an international assignment. Each module ends with an action commitment, so learning transfers directly into global leadership practice.