

KNOWLEDGE OF THE HOST COUNTRY AND CULTURE

Core Competency

- 4.3** IEPs possess knowledge of the local organization in which they work, the political processes of the country and organization, and local management practices.

Behavioural Indicators

4.3 Interculturally Effective Persons can describe:

- local management practices such as the typical authority structure, incentives and sanctions used, as well as policy making and implementation. They are able to:
 - compare and contrast the management processes of the home and host countries
 - describe how decisions are usually made in the local workplace
 - describe how formal and informal systems of power and influence work in the host organization
- the socio-economic factors operating in the environment of the host organization (e.g. the climatic and world trade background for an agricultural organization), as indicated by being able to:
 - discern the motivations and agendas of all key managers in the organization
 - identify the key alliances and conflicts among managers that affect the dynamic of the organization