

Core Competency

- 5.2** Cross-cultural management skills: IEPs help people of diverse cultures work together in a task-functional way.

Behavioural Indicators

5.2 Interculturally Effective Persons:

- work to develop an approach and climate conducive to task-achievement, by:
 - facilitating communication
 - encouraging a team spirit
 - working to bring about agreement and/or shared understanding of roles and responsibilities in the workplace
 - identifying and acknowledging the skills that all colleagues can bring to the task
 - working to resolve interpersonal conflicts
 - managing relationships with host nationals with international experience in a particularly sensitive way (because the nationals may be viewed suspiciously in their own country)
 - avoiding the temptation, because of cultural similarity, to align themselves more with foreigners than with local colleagues
 - having empathy for, and being able to work with, people who have different working styles and motivations because of local allegiances
 - being regarded as building trust between the members of multinational working groups
- possess leadership or team-work skills, by:
 - being able to articulate the motivations and internal drives of colleagues, superiors, and subordinates (i.e. knowing what they want and need to be satisfied in their personal and professional lives) and to harness these motivations to bring about task-effectiveness
 - gaining respect from locals for the way they behave and treat people
 - being able to utilize the respect and power accorded to their position or title in order to enhance achievement of the task