

Academic Chairs Conference – Proposal

Project Title: The Culturally Intelligent Leader - training program overview

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Background:

Cultural intelligence (CQ) is not a new concept. For many years researchers have found significant relationships between the four dimensions (cognitive, metacognitive, motivational, and behavior) and workplace outcomes (Schlaegel, Tichter, & Taras, 2021). Contemporary scholars have defined cultural intelligence as being “a person’s capability to adapt effectively to new cultural contexts” (Earley and Ang, 2003, p.59). Moreover, CQ is a measurement of intercultural competence (Ang & Van Dyne, 2008; Leung, Ang, & Tan, 2014; Yari, Lankut, Alon, & Richter, 2020) that has become increasingly important in today’s workplace.

Recent research has shown that a culturally intelligent (CQ) leader will have a positive impact on organizational culture, satisfaction, productivity, and retention. This training program is designed to help leaders of all backgrounds and experience develop a greater awareness of their motivation and understanding of cultural intelligence while also helping them to develop strategies and an action plan around improving their level of CQ. The suggested audience for this is managers who have had some interaction with a culturally diverse population and want to serve their population better.

Purpose: The purpose of this training is to educate the learner about how a leader can improve their influence and productivity through higher levels of cultural intelligence.

Training Objectives: At the completion of this training the learner will:

1. Understand how CQ was developed and what impact it has on organizational success.
2. Understand the importance of how motivation plays a role in CQ development.
3. Understand how motivation helps to explain/rationalize our personal CQ.
4. Understand the ten cultural values associated with CQ.
5. Identify strategies that you can employ to improve your level of CQ.
6. Develop a plan for current and continued improvement of CQ.

Training Materials

To effectively deliver this training course, the trainer will need the following materials:

1. Whiteboard and markers
2. Wall charts
3. Training guide with digital visual aids and slide deck
4. Exercises from training guide

To be successful in this course learners should be sure to bring:

1. Note taking materials (notepad, digital pad, writing utensils, etc.)
2. A laptop if available and appropriate
3. Their CQ assessment results packet