

culturewizard™ **LiVE**



WORKSHOP BROCHURE

culturewizard.com

CultureWizard LIVE

CultureWizard LIVE is a powerful blend of instructor-led training and digital learning.

GLOBAL REACH

CultureWizard LIVE offers face-to-face and virtual workshops led by our global network of 200 intercultural facilitators spread across 80 countries and who speak over 15 languages. Formats range from 90-minute webinars to full-day immersions.

CUSTOMIZATION

CultureWizard LIVE learning experiences are always tailored to our clients' objectives and the participants' specific needs. We identify facilitators from our global network based on their knowledge, skills, experience and style.

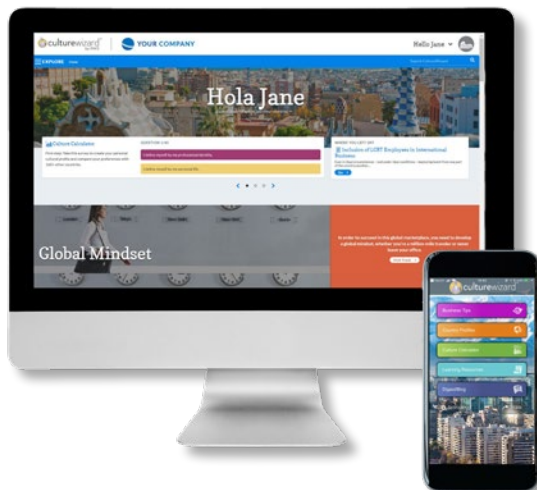
BLENDED

Participants of any CultureWizard LIVE workshop complete the Culture Calculator self-assessment, resulting in a personal cultural profile. Our senior facilitators help participants interpret their profiles by conducting gap analysis exercises to raise awareness of critical differences with other cultures. From there, participants create highly personal strategies based on their own unique gaps.

Our blended learning approach facilitates mental preparation with pre-work and sustains learning with further opportunities via CultureWizard, our digital-learning platform. This way participants can access learning online and via their smartphones at their own pace.

INTERACTIVE

Our approach is highly interactive, whether we deliver learning face-to-face or virtually. Participants practice skills by analyzing business interactions and case studies through an intercultural and inclusive lens. We leverage a robust virtual workshop platform that features breakout rooms that enable small group discussions and activities, simulating face-to-face workshops safely and without the travel. Using relevant scenarios and simulations, participants socialize the learning with their peers and leave ready to apply new skills and knowledge back on the job.



What distinguishes RW3 from other learning firms?

Flawless client service and consistently excellent delivery make our clients retain RW3 year after year. We guarantee consistently best-in-class delivery worldwide. Our goal is to impart our passion for developing culturally agile and inclusive leaders, teams, individuals and international assignees through seamless learning experiences with extraordinary facilitators. 150 organizations have pledged their support for RW3 and we look forward to serving your organization.

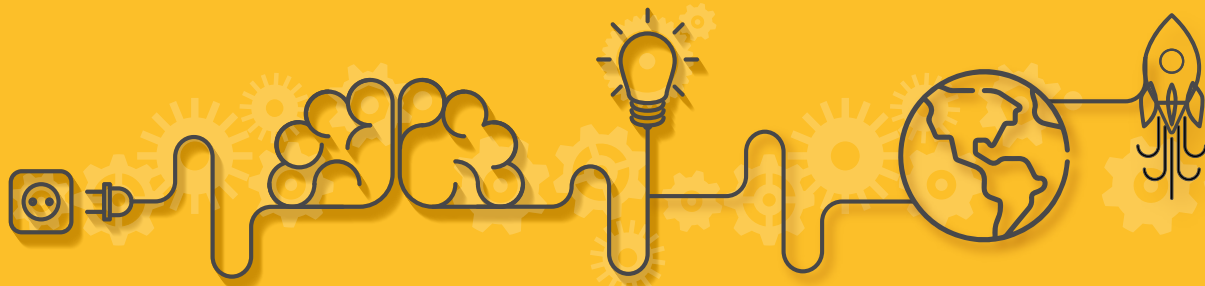
Instructor-led Learning Experiences available for:

- Leaders
- Certification for Internal Trainers & Facilitators
- Individual Contributors
- International Assignees
- Teams

Table of Contents

DEVELOPING A GLOBAL MINDSET	04
CREATING AN INCLUSIVE GLOBAL WORKPLACE	05
MANAGING IMPLICIT BIAS: THE PERSISTENT CHALLENGE	06
UNDERSTANDING GENDER IDENTITY & CREATING AN INCLUSIVE WORKPLACE	08
LEADERS	
Becoming an Inclusive Leader	10
Leading Effectively in a Global Environment	12
Leading High-Performing Global & Virtual Teams.....	13
Executive Coaching	14
INTACT TEAMS	
Building a High-Performing Team with The TeamWork Profile.....	15
INDIVIDUAL CONTRIBUTORS	
Working Effectively with [Country]	16
Effective Global & Virtual Teaming	17
INTERNATIONAL ASSIGNEES	
Succeeding in a New Culture: The International Assignment Challenge	18
Capitalizing on the International Assignment: The Repatriation Challenge	19
INTERNAL TRAINERS & FACILITATORS	
Building High-Performing Teams	20
Working Effectively across Cultures	21

Contact us at info@rw-3.com to learn more
about how we can help your organization thrive
in a global environment.



Developing a Global Mindset

The global business environment requires a true mindset shift for professionals to be successful. It also requires an amplified skill set to navigate across cultures with agility and to leverage the scale and diversity across teams, organizations, clients and partners. Failing to unlock the competitive advantage of a multicultural workforce is synonymous with missed opportunities and mediocre performance. This intensive and introspective workshop focuses on 5 key steps to developing a global mindset, including core global business competencies like perspective taking, style flexing and leveraging curiosity to build trust across borders.

AUDIENCE

Business professionals at any level who need to broaden their mindset and develop global business skills.

MAXIMUM CLASS SIZE

20 participants for workshops,
100 participants for webinars

LEARNING OBJECTIVES

- Deepen cultural self-awareness and form an authentic yet flexible work style with the Culture Calculator self-assessment.
- Develop a global mindset in 5 steps and start developing a repertoire of culturally appropriate and productive business strategies.
- Commit to a personal action plan and to leveraging resources like CultureWizard to continue learning.

DELIVERY OPTIONS

- Webinar (60 – 90 minutes, audience can be increased to up to 100 participants)
- Two-hour workshop (delivered virtually or in-person)
- Half-day workshop (3 – 4 hours, delivered virtually over one or two sessions; delivered in-person over one session)
- Full-day workshop (6 – 7 hours, delivered virtually over two sessions; delivered in-person over one session)

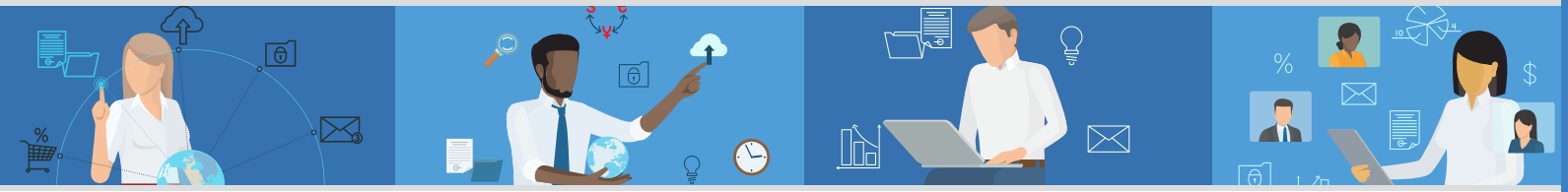
Note: Virtual workshops leverage breakout discussions and activities to socialize learning and deliver the best quality experience

CULTUREWIZARD PRE-WORK

- **Culture Calculator Self-Assessment**
 - Participants discover their personal cultural background across 8 dimensions of culture and learn how to bridge unique cultural gaps with 160 countries.

CULTUREWIZARD POST-WORK

- **Global Mindset Video Course**
 - This engaging and interactive video course provides a detailed review of the 5 steps that it takes to gain a Global Mindset.
- **Country Profiles**
 - Read profiles on 160 countries to learn about a country's specific business values and suggested strategies on a wide variety of topics like negotiation, management style, meeting essentials and communication.
- **CultureWizard App**
 - Use your smartphone to call up critical insights from 160 Country Profiles, your personal cultural profile and a wealth of knowledge from our extensive Media Library.



Creating an Inclusive Global Workplace

The global business environment introduces volatility, uncertainty, complexity and ambiguity into the “inclusion equation”. Taking your inclusion strategy global requires your workforce to develop a skillset to go beyond the local or domestic context. “Global Inclusion” describes the attitudes and behaviors of individuals spread across the globe that lead to an environment where professionals of diverse backgrounds and perspectives feel valued and appreciated.

This environment leads to high levels of engagement, where each person is their authentic self and contributes at their highest. This facilitated workshop is designed to ignite the development of competencies and traits that are critical for inclusion, including cognitive flexibility, bias awareness, style-flexing, curiosity, cultural integration for teams and cross-cultural relationship building.

AUDIENCE

Business professionals at any level who need to learn how to work in more inclusive ways.

MAXIMUM CLASS SIZE

20 participants for workshops,
100 participants for webinars

LEARNING OBJECTIVES

- Raise awareness for the unique nature of inclusion in a complex, global environment and how it can lead to better business results.
- Understand the challenges you might face and biases you may have when attempting to act in inclusive ways, based on the results of the Global Inclusion Calculator.
- Develop skills and traits to connect, communicate, collaborate with and lead diverse people in inclusive ways.
- Build an action plan of personal strategies to create an inclusive workplace.

DELIVERY OPTIONS

- Webinar (60 – 90 minutes, audience can be increased to up to 100 participants)
- Two-hour workshop (delivered virtually or in-person)
- Half-day workshop (3 – 4 hours, delivered virtually over one or two sessions; delivered in-person over one session)

- Full-day workshop (6 – 7 hours, delivered virtually over two sessions; delivered in-person over one session)

Note: Virtual workshops leverage breakout discussions and activities to socialize learning and deliver the best quality experience

CULTUREWIZARD PRE-WORK

- **Global Inclusion Calculator**
 - Participants measure their competencies, values, traits, experiences and beliefs across 9 dimensions that contribute to inclusive behavior in the workplace. A debrief of the results provides practical recommendations and development tips for how to be more inclusive.

CULTUREWIZARD POST-WORK

- **Global Inclusion Course**
 - This engaging and interactive video course teaches the foundations of what it takes to be inclusive amidst the complexity of working in a diverse and global environment. Special modules address how to be an inclusive leader and how to be inclusive with customers and clients.
- **CultureWizard App**
 - Use your smartphone to call up critical insights from 160 Country Profiles, your personal cultural profile and a wealth of knowledge from our extensive Media Library.



Managing Implicit Bias: The Persistent Challenge

Bias in all of its forms is a fact of the human condition, but it often gets in the way of our abilities to navigate complexity and diversity in the workplace. To increase your capacity for inclusion and overall productivity, it is important to learn what implicit bias is, how it influences the workplace, and what you can do to mitigate automatic associations your brain makes in order to improve decision making and other workplace activities.

This workshop is designed to help professionals tap into the power of human diversity by mindfully challenging biases, reaching for more inclusive reactions and more equitable outcomes in daily work.

AUDIENCE

Any professional seeking to manage all forms of bias for more inclusive, equitable and effective workplace outcomes. This workshop can be adjusted to the level of the participants, from new hires to people managers to experienced leaders.

MAXIMUM CLASS SIZE

20 participants for workshops,
100 participants for webinars

LEARNING OBJECTIVES

- Learn the neuroscience on implicit bias and related workplace challenges
- Gain awareness of commonly held forms of bias that negatively impact decision-making and other workplace interactions
- Learn the Pause-Reflect model to managing bias and practice applying it with relevant case studies
- Complete a “bias check” to actively disrupt bias in moments that matter
- Create and commit to a personal accountability plan

DELIVERY OPTIONS

- Webinar (60 – 90 minutes, audience can be increased to up to 100 participants)

- Two-hour workshop (delivered virtually or in-person)
- Half-day workshop (3 – 4 hours, delivered virtually over one or two sessions; delivered in-person over one session)
- Full-day workshop (6 – 7 hours, delivered virtually over two sessions; delivered in-person over one session)

Note: Virtual workshops leverage breakout discussions and activities to socialize learning and deliver the best quality experience

CULTUREWIZARD PRE-WORK

- **Global Inclusion Calculator**
 - Participants measure their level of bias awareness and their capacity for flexible thinking, two subdimensions within this self-assessment relevant to managing bias. The self-assessment also measures related competencies, traits and experiences that contribute to inclusive behavior. A debrief of the results during the workshop provides practical recommendations and development tips for how to better manage bias.

Note: We ask participants to take a 5-minute module titled, “Understanding how implicit bias affects inclusion” that introduces the topic from a high level.



Managing Implicit Bias: The Persistent Challenge

[CONTINUED]

CULTUREWIZARD POST-WORK

- **Managing Implicit Bias**
 - By recognizing where bias comes from and the forms it takes, employees will learn from this digital course how to apply the RW3 Pause-Reflect model in order to better manage their biases.
- **Global Inclusion Course**
 - This engaging and interactive video course teaches the foundations of what it takes to be an inclusive leader amidst the complexity of a diverse and global environment. Special modules address implicit bias and how to be inclusive with customers and clients.
- **Cultural Awareness Course**
 - This video course provides a detailed review of the CultureWizard Intercultural Model and the 8 Dimensions of Culture, pivotal to any professional's success.
- **Country Profiles**
 - Read profiles on 160 countries to learn about a country's specific business values and suggested strategies on a wide variety of topics like negotiation, management style, meeting essentials and communication.
- **CultureWizard App**
 - Use your smartphone to call up critical insights from 160 Country Profiles, your personal cultural profile and a wealth of knowledge from our extensive Media Library.



Understanding Gender Identity & Creating an Inclusive Workplace

Gender identity is a complex and nuanced dimension of diversity that is often confused with other features of the human experience. In the modern workplace, gender identity minorities, including transgender and non-binary individuals, face unique challenges.

How can modern professionals be more inclusive of people who identify as transgender, non-binary and beyond? Understanding and respecting gender identity is critical to upholding a value for inclusion.

This workshop focuses on the knowledge and everyday ways in which professionals can be inclusive of colleagues with diverse gender identities.

AUDIENCE

Any professional seeking to build knowledge and strategies to be more inclusive of transgender, non-binary and other gender identity minorities.

MAXIMUM CLASS SIZE

20 participants for workshops,
100 participants for webinars

LEARNING OBJECTIVES

- Distinguish gender identity and sexual orientation
- Learn the basics of gender identity vs. gender expression vs. sex assigned at birth
- Understand the terms one might hear these days, with a reminder that this is fluid and evolving
- Understand the ever-changing landscape of pronouns
- Learn how to be an ally and how to be respectful towards trans and gender non-conforming people

DELIVERY OPTIONS

- Webinar (60 – 90 minutes, audience can be increased to up to 100 participants)
- Two-hour workshop (delivered virtually or in-person)
- Half-day workshop (3 – 4 hours, delivered virtually over one or two sessions; delivered in-person over one session)

Note: Virtual workshops leverage breakout discussions and activities to socialize learning and deliver the best quality experience

CULTUREWIZARD PRE-WORK

- **Global Inclusion Calculator**
 - Participants measure their level of bias awareness and their capacity for flexible thinking, two subdimensions within this self-assessment relevant to managing bias. The self-assessment also measures related competencies, traits and experiences that contribute to inclusive behavior. A debrief of the results during the workshop provides practical recommendations and development tips for how to better manage bias.

Note: We ask participants to take a 5-minute module titled, "Understanding how implicit bias affects inclusion" that introduces the topic from a high level.



Understanding Gender Identity & Creating an Inclusive Workplace

[CONTINUED]

CULTUREWIZARD POST-WORK

- **Global Inclusion Course**
 - This engaging and interactive video course teaches the foundations of what it takes to be an inclusive leader amidst the complexity of a diverse and global environment. Special modules address implicit bias and how to be inclusive with customers and clients.
- **Overcoming Implicit Bias Course**
 - We all have to deal with implicit bias. This course helps to discover what bias is, and how to manage and overcome the impact bias may have on our actions and decisions.
- **Acting Inclusively Course**
 - Learn the skills needed to build strong relationships with diverse colleagues. How to use curiosity conversations to better understand and appreciate colleagues and how to navigate and conduct difficult conversations and become an ally



Becoming an Inclusive Leader

Championing the value for inclusion is critical for global businesses and their leaders. Research makes it clear how inclusive leadership meets the need to perform in the global arena. At RW3 CultureWizard, we approach leadership development with an inclusive, global and intercultural focus. Existing and future leaders can master an inclusive style that works at both the global and local levels by measuring their capacity for inclusion and creating personal development goals. We explore what it takes for leaders to help create a culture of inclusion at all levels of the organization by exploring the realities and the challenges of leading in a diverse, changing world.

Our Inclusive Leadership workshop blends instructor-led modules with digital learning resources to help leaders embrace and leverage the power of diversity, achieve high performance on their teams and consistently deliver outstanding results.

AUDIENCE

Current or future leaders who seek to develop a more inclusive approach to leading people near and far.

MAXIMUM CLASS SIZE

20 participants for workshops,
100 participants for webinars

LEARNING OBJECTIVES

- Raise awareness for the unique nature of inclusion in a complex, global environment and what it takes for leaders to help create a lasting culture of inclusion
- Debrief the Global Inclusion Calculator self-assessment to learn about one's capacity for inclusion and where there is room to develop competencies and traits that are vital to inclusive leadership
- Debrief the Culture Calculator self-assessment to discover one's own leadership style and how to flex for success
- Learn how to develop a truly inclusive mindset with skills to lead oneself and others more effectively

- Understand how to manage implicit bias in leadership activities
- Build an action plan of leadership strategies to begin applying to specific, real-world challenges

DELIVERY OPTIONS

- Webinar (60 – 90 minutes, audience can be increased to up to 100 participants)
- Two-hour workshop (delivered virtually or in-person)
- Half-day workshop (3 – 4 hours, delivered virtually over one or two sessions; delivered in-person over one session)
- Full-day workshop (6 – 7 hours, delivered virtually over two sessions; delivered in-person over one session)

Note: Virtual workshops leverage breakout discussions and activities to socialize learning and deliver the best quality experience



Becoming an Inclusive Leader

[CONTINUED]

CULTUREWIZARD PRE-WORK

- **Global Inclusion Calculator**
 - Participants measure their competencies, values, traits, experiences and beliefs across 9 dimensions that contribute to inclusive behavior in the workplace. A debrief of the results provides practical recommendations and development tips for how to be a more inclusive leader.
- **Culture Calculator Self-Assessment**
 - Participants discover their personal cultural values and leadership style across 8 Dimensions of Culture, and they learn how to be more inclusive by bridging differences with other colleagues and cultures.

CULTUREWIZARD POST-WORK

- **Inclusive Leadership**
 - Created for managers, team leaders, or any employee in a leadership position, this digital course provides actionable insights on how to become a more inclusive and effective leader.
- **Managing Implicit Bias**
 - By recognizing where bias comes from and the forms it takes, employees will learn from this digital course how to apply the RW3 Pause-Reflect model in order to better manage their biases.

- **Global Inclusion Course**
 - This engaging and interactive video course teaches the foundations of what it takes to be an inclusive leader amidst the complexity of a diverse and global environment. Special modules address implicit bias and how to be inclusive with customers and clients.
- **Global Mindset Course**
 - This engaging and interactive video course provides a detailed review of the 5 steps that it takes to develop a Global Mindset, which is key to being more inclusive.
- **Country Profiles**
 - Read profiles on 160 countries to learn about a country's specific business values and suggested strategies on a wide variety of topics like negotiation, management style, meeting essentials and communication.
- **CultureWizard App**
 - Use your smartphone to call up critical insights from 160 Country Profiles, your personal cultural profile and a wealth of knowledge from our extensive Media Library.



“ I’m doing more and more work internationally, and am on conference calls with many people from other countries. **This workshop helped me plan to lead and facilitate effective global meetings.** My usual leadership style has not been working abroad, but I now have a better sense for how I can learn to flex a more diverse range of styles. ”
— David, United States, Pharmaceuticals

Leading Effectively in a Global Environment

In an increasingly cross-national business landscape, leaders need skills to leverage the scale and cultural diversity of their global organizations. Failing to unlock the competitive advantage this environment represents is synonymous with missing opportunities and mediocre performance. This workshop develops participants’ core global leadership competencies like flexing a global mindset and building trust across borders. We apply this to the workplace expectations of clients, teams and colleagues from diverse backgrounds to identify a successful approach to leading in a global environment.

AUDIENCE

Business leaders and senior executives who need to develop global leadership skills.

MAXIMUM CLASS SIZE

20 participants for workshops,
100 participants for webinars

LEARNING OBJECTIVES

- Understand the reality and the challenges of leading in a diverse, changing world
- Learn how to develop a truly global mindset and the skills to lead oneself and others more effectively
- Begin applying these learnings to specific, real-work challenges

DELIVERY OPTIONS

- Webinar (60 – 90 minutes, audience can be increased to up to 100 participants)
- Two-hour workshop (delivered virtually or in-person)
- Half-day workshop (3 – 4 hours, delivered virtually over one or two sessions; delivered in-person over one session)
- Full-day workshop (6 – 7 hours, delivered virtually over two sessions; delivered in-person over one session)

Note: Virtual workshops leverage breakout discussions and activities to socialize learning and deliver the best quality experience

CULTUREWIZARD PRE-WORK

- Culture Calculator Self-Assessment
 - Participants discover their personal cultural background across 8 dimensions of culture and learn how to bridge unique cultural and leadership gaps with 160 countries.

CULTUREWIZARD POST-WORK

- Global Leadership Skills Course
 - A series of dynamic modules that teach RW3’s Global Leadership Model.
- Country Profiles
 - Read profiles on 160 countries to learn about a country’s specific business values and suggested strategies on a wide variety of topics like negotiation, management style, meeting essentials and communication.
- CultureWizard App
 - Use your smartphone to call up critical insights from 160 Country Profiles, your personal cultural profile and a wealth of knowledge from our extensive Media Library.



“ I have never spent time discussing the impact of my global team members' diverse cultural backgrounds. The lessons in this session will make it easier for me to articulate why we're all different and how we can tap into our creative potential.

— Anja, Germany, Consulting Services ”

Leading High-Performing Global & Virtual Teams

Moving global and virtual teams towards high performance takes skills that go above and beyond those that we know to be successful in a domestic context. This workshop will explore how the global and virtual work environment impacts differences across work styles and cultures by leveraging current research on teaming and an intercultural collaboration methodology.

AUDIENCE

Managers and leaders of global and virtual teams.

MAXIMUM CLASS SIZE

20 participants for workshops,
100 participants for webinars

LEARNING OBJECTIVES

- Develop heightened awareness of key challenges for leaders of global and virtual teams
- Learn how to create guidelines for high performance using The TeamWork Profile on CultureWizard
- Maximize working relationships between colleagues around the world through a deeper understanding of how to build trust across cultures
- Develop a repertoire of culturally appropriate and productive strategies to capitalize on the diversity of teams

DELIVERY OPTIONS

- Webinar (60 – 90 minutes, audience can be increased to up to 100 participants)
- Two-hour workshop (delivered virtually or in-person)
- Half-day workshop (3 – 4 hours, delivered virtually over one or two sessions; delivered in-person over one session)
- Full-day workshop (6 – 7 hours, delivered virtually over two sessions; delivered in-person over one session)

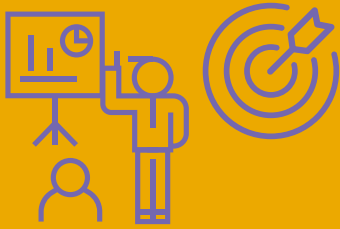
Note: Virtual workshops leverage breakout discussions and activities to socialize learning and deliver the best quality experience

CULTUREWIZARD PRE-WORK

- **Culture Calculator Self-Assessment**
 - Participants discover their personal cultural background across 8 dimensions of culture and learn how to bridge unique cultural and leadership gaps with 160 countries.

CULTUREWIZARD POST-WORK

- **The TeamWork Profile**
 - Leaders learn to create a team profile to explore members' unique perspectives, preferences and personal cultural values in order to define effective and appropriate ways to build trust, communicate, collaborate and perform at their highest levels.
- **Team Trust Audit**
 - Leaders can respond to this brief survey to audit their team's current approach to building trust, and learn specific strategies and best practices to build and maintain trust across cultures.
- **Cultural Awareness Course**
 - This video course provides a detailed review of the CultureWizard Intercultural Awareness Model and the 8 dimensions of culture, pivotal to any professional's success.
- **CultureWizard App**
 - Use your smartphone to call up critical insights from 160 Country Profiles, your personal cultural profile and a wealth of knowledge from our extensive Media Library.



“Very happy that the company provided this very specialized, one-on-one coaching. It has provided me an advantageous knowledge base for me to build upon.”

—Eric, Norway, Manufacturing

Executive Coaching

Executive coaching provides a highly individualized, one-on-one learning experience that enables leaders and senior executives in global or regional roles to make effective, appropriate decisions for the success of their work anywhere in the world. One-on-one sessions enable executives to interpret the ongoing cultural dynamics they encounter as they navigate specific challenges over the course of weeks, months and years.

AUDIENCE

Business leaders and senior executives in global organizations who need to develop global leadership skills.

LEARNING OBJECTIVES

- Deepen self-awareness and project an authentic yet effective leadership style worldwide
- Master a global mindset and develop culturally appropriate and inclusive strategies to engage people to maximize their intellectual contributions
- Discussion and strategy creation based on analysis of:
 - Culture Calculator results
 - Specific work situations, e.g. managing colleagues around the world, motivating people of diverse cultural backgrounds, building trust, negotiating, conducting meetings, presentations, establishing credibility, etc.
- Coaching on how to apply a culturally-based transactional analysis to specific work situations
- Discussion of key cultural concepts related to target country or countries and how these apply to the workplace
 - Action planning vis-à-vis the coachee's vision of success

DELIVERY OPTIONS

- Varies: minimum of 8 hours of coaching, face-to-face or via phone

CULTUREWIZARD PRE-WORK

- Culture Calculator Self-Assessment
 - Participants discover their personal cultural background across 8 dimensions of culture and learn how to bridge unique cultural and leadership gaps with 160 countries.

CULTUREWIZARD POST-WORK

- Global Leadership Skills Course
 - A series of dynamic modules that teach RW3's Global Leadership Model.
- Country Profiles
 - Read profiles on 160 countries to learn about a country's specific business values and suggested strategies on a wide variety of topics like negotiation, management style, meeting essentials and communication.
- CultureWizard App
 - Use your smartphone to call up critical insights from 160 Country Profiles, your personal cultural profile and a wealth of knowledge from our extensive Media Library.



“We’ve always been challenged by our cultural differences, but we’ve never had a vocabulary to articulate those differences in constructive ways. The TeamWork Profile gave us the structure we needed to move beyond cultural awareness towards a level of integration that allows us to perform.”

— Lydia, Canada, Healthcare

Building a High-Performing Team with The TeamWork Profile

High-performing teams don’t make assumptions about the best ways to collaborate. This intensive workshop is designed to jump start a discussion to identify cultural and work style gaps as a foundation from which to build guidelines for effective and inclusive collaboration. Teams of all kinds can use The TeamWork Profile and our integration methodology to build a culture of high performance.

AUDIENCE

Intact teams that are multicultural, global or virtual in nature.

MAXIMUM CLASS SIZE

20 participants for workshops,
100 participants for webinars

LEARNING OBJECTIVES

- Analyze and discuss the team’s cultural profile to understand where critical work style gaps present barriers to high performance
- Improve performance through activities that address challenges and barriers
- Create guidelines for high performance that integrate the team’s cultural differences through a team charter and agreement on the best way forward
- Implement a plan to continue perfecting collaboration

DELIVERY OPTIONS

- Webinar (60 – 90 minutes, audience can be increased to up to 100 participants)
- Two-hour workshop (delivered virtually or in-person)
- Half-day workshop (3 – 4 hours, delivered virtually over one or two sessions; delivered in-person over one session)
- Full-day workshop (6 – 7 hours, delivered virtually over two sessions; delivered in-person over one session)

Note: Virtual workshops leverage breakout discussions and activities to socialize learning and deliver the best quality experience

CULTUREWIZARD PRE-WORK

- **The TeamWork Profile**
 - Create a team profile to learn about members’ unique perspectives, preferences and personal cultural values. We analyze the team profile to define effective and appropriate ways to build trust, communicate, collaborate and perform at their highest levels.

CULTUREWIZARD POST-WORK

- **Cultural Awareness Course**
 - This video course provides a detailed review of the CultureWizard Intercultural Awareness Model and the 8 dimensions of culture, pivotal to any professional’s success.
- **Country Profiles**
 - Read profiles on 160 countries to learn about a country’s specific business values and suggested strategies on a wide variety of topics like negotiation, management style, meeting essentials and communication.
- **CultureWizard App**
 - Use your smartphone to call up critical insights from 160 Country Profiles, your personal cultural profile and a wealth of knowledge from our extensive Media Library.



“ This workshop has been very useful for me as a deep dive to learn about the Indian culture. We have many customers from different countries, each with its own unique value system. Every day I apply the strategies I developed in this course to fix problems in our order processing service. I'd like my whole department to experience this course. ”

— Bai, China, Consumer Products

Working Effectively with [Country]

Our country-specific deep dive workshops are designed for professionals who need critical insights into the key values that drive business behaviors in a variety of countries and cultures around the world. This interactive learning experience addresses the knowledge and skills necessary to collaborate successfully with colleagues, partners and clients in a specific country. Through discussion and interactive exercises, participants will develop the cultural agility and strategies to work effectively with colleagues from a specific culture.

AUDIENCE

Business professionals at any level who need to develop global business skills and intercultural competencies for success with a specific country or culture.

MAXIMUM CLASS SIZE

20 participants for workshops,
100 participants for webinars

REGIONS

The Americas, Europe, Middle East, Africa,
Asia Pacific

LEARNING OBJECTIVES

- Gain a deep understanding of [country] culture and its impact on workplace and social interactions
- Develop awareness of personal cultural values and critical gaps with colleagues from specific countries using the Culture Calculator self-assessment
- Build the skills to communicate, influence, make decisions, and interact effectively with colleagues, partners and clients from [country]
- Create a personal action plan to manage work with [country here] in the most effective way

DELIVERY OPTIONS

- Webinar (60 – 90 minutes, audience can be increased to up to 100 participants)
- Two-hour workshop (delivered virtually or in-person)
- Half-day workshop (3 – 4 hours, delivered virtually over one or two sessions; delivered in-person over one session)

- Full-day workshop (6 – 7 hours, delivered virtually over two sessions; delivered in-person over one session)

Note: Virtual workshops leverage breakout discussions and activities to socialize learning and deliver the best quality experience

CULTUREWIZARD PRE-WORK

- **Culture Calculator Self-Assessment**
 - Participants discover their personal cultural background across 8 dimensions of culture and learn how to bridge unique cultural and leadership gaps with 160 countries.

CULTUREWIZARD POST-WORK

- **Working With [Country] Series**
 - This series of video courses presents a dynamic picture of a country's core cultural values, the impact on workplace and strategies for success.
- **Country Profiles**
 - Read profiles on 160 countries to learn about a country's specific business values and suggested strategies on a wide variety of topics like negotiation, management style, meeting essentials & communication.
- **CultureWizard App**
 - Use your smartphone to call up critical insights from 160 Country Profiles, your personal cultural profile and a wealth of knowledge from our extensive Media Library.



“ So many people in the organization fail to consider what it takes to work remotely and successfully. This workshop made it clear how I can stand out and contribute my ideas even though most of my team is working on another continent. ”

— Gloria, Argentina, Public Relations

Effective Global & Virtual Teaming

It's important for individuals who work remotely or on global or virtual teams to understand how the lack of visual stimuli impacts performance and often magnifies cultural and work style differences. This workshop will teach global and virtual team members to leverage proven best practices and an intercultural collaboration model to identify the best way to communicate, build trust and collaborate as part of an increasingly diverse workforce.

AUDIENCE

Global and/or virtual team members or members of teams that work remotely.

MAXIMUM CLASS SIZE

20 participants for workshops,
100 participants for webinars

LEARNING OBJECTIVES

- Understand the reality and the challenges of working in virtual and global teams
- Examine the role culture and diverse work styles play in virtual collaboration
- Learn how to use proven best practices and the Culture Calculator to improve communication and relationship building within dispersed teams
- Begin applying these learnings to specific, real-life work challenges

DELIVERY OPTIONS

- Webinar (60 – 90 minutes, audience can be increased to up to 100 participants)
- Two-hour workshop (delivered virtually or in-person)
- Half-day workshop (3 – 4 hours, delivered virtually over one or two sessions; delivered in-person over one session)
- Full-day workshop (6 – 7 hours, delivered virtually over two sessions; delivered in-person over one session)

Note: Virtual workshops leverage breakout discussions and activities to socialize learning and deliver the best quality experience

PHONE: +1212-691-8900

CULTUREWIZARD PRE-WORK

- **Culture Calculator Self-Assessment**
 - Participants discover their personal cultural background across 8 dimensions of culture and learn how to bridge unique cultural and leadership gaps with 160 countries.

CULTUREWIZARD POST-WORK

- **Virtual Teams Tool**
 - This video course presents an engaging and informative review of virtual teaming best practices in addition to strategies to leverage cultural differences on teams that are both virtual and multicultural.
- **The TeamWork Profile**
 - Leaders learn to create a team profile to explore members' unique perspectives, preferences and personal cultural values in order to define effective and appropriate ways to build trust, communicate, collaborate and perform at their highest levels.
- **Country Profiles**
 - Read profiles on 160 countries to learn about a country's specific business values and suggested strategies on a wide variety of topics like negotiation, management style, meeting essentials and communication.
- **CultureWizard App**
 - Use your smartphone to call up critical insights from 160 Country Profiles, your personal cultural profile and a wealth of knowledge from our extensive Media Library.



“The program was very helpful in understanding the relationship between Western and Chinese culture and how to dispel preconceived notions and be more open-minded in assimilating into life in Shanghai.”

—Sophia, Expat, Entertainment

Succeeding in a New Culture: The International Assignment Challenge

International Assignees face a steep learning curve when relocating to a new country. Our one-on-one workshop provides a deeply personalized roadmap and toolkit for success. Participants gain a comprehensive understanding of the destination country's culture and business practices along with strategies to make the best first impressions. A proven blend of self-guided learning via CultureWizard and instructor-led training enables expats to achieve levels of productivity required to thrive.

AUDIENCE

International assignees relocating to a new country for any length of time.

MAXIMUM CLASS SIZE

International assignee + partner or spouse where applicable

LEARNING OBJECTIVES

- Ensure successful international assignment through deep understanding of the destination country's culture
- Develop strategies to manage business and social interactions in the new country
- Prepare for potential adjustment and cross-cultural challenges by leveraging the CultureWizard Intercultural Model and the Culture Calculator self-assessment
- Plan ways to minimize culture shock and adjust to life in the new country

DELIVERY OPTIONS

- PowerLearn: 2 Virtual Sessions (Part I: 45 minutes, Part II: 90 minutes)
- Half-day (3 – 4 hours)
- Full-day (6 – 7 hours)
- Two-day

CULTUREWIZARD PRE-WORK

- **Culture Calculator Self-Assessment**
 - Participants discover their personal cultural background across 8 dimensions of culture and learn how to bridge unique cultural gaps with 160 countries.

CULTUREWIZARD POST-WORK

- **Self-Assessment for Global Endeavors (SAGE)**
 - This unique self-assessment for international assignees (and their spouses/partners) evaluates their strengths and challenges vis-à-vis a successful expat experience. The results examine the individual's behaviors and preferences as they relate to the unique challenges of living and working abroad.
- **Adjustment Cycle Wizard**
 - A brief video course explaining the adjustment process and culture shock along with strategies to mitigate the negative impacts of international relocation.
- **Working With [Country] Series**
 - This series of video courses presents a dynamic picture of a country's core cultural values, impact on workplace and strategies for success.
- **Country Profiles**
 - Read profiles on 160 countries to learn about a country's specific business values and suggested strategies on a wide variety of topics like negotiation, management style, meeting essentials and communication.
- **CultureWizard App**
 - Use your smartphone to call up critical insights from 160 Country Profiles, your personal cultural profile and a wealth of knowledge from our extensive Media Library.



“ Having time to reflect on my two years on assignment in India, and to do it in a safe environment, was very valuable. The facilitator pushed me to access thoughts and review experiences that will shape the next steps of my career and my life. ”

— Janet, Expat HR leader returning to US from India

Capitalizing on the International Assignment: The Repatriation Challenge

The goal of this personalized learning experience is to help repatriating employees and their families successfully adjust and assimilate into work and life in their home country. Repatriation is frequently more frustrating an experience than expatriation. Finding a way to transfer the knowledge and experience employees gain abroad is a key challenge for global organizations. Often, the employer and colleagues don't know how to leverage the expatriates' experiences. We address these challenges with expert advice, action planning and strategy creation to develop an in-depth and realistic understanding of what the employee and family can expect upon return to their home country and throughout the reentry process.

AUDIENCE

Repatriates returning to their home country after an international assignment.

MAXIMUM CLASS SIZE

Employee + partner or spouse where applicable

LEARNING OBJECTIVES

- Discuss and debrief the international assignment experience to ensure a successful transition
- Explore the employee's role in the home organization and how to leverage their experience and skills developed abroad
- Create strategies to overcome re-entry shock and adjust to life in the home country
- Use the CultureWizard Intercultural Model as a roadmap to understand and resolve challenges they may face at work and in everyday life

DELIVERY OPTIONS

- PowerLearn: 2 Virtual Sessions (Part I: 45 minutes, Part II: 90 minutes)
- Half-day (3 – 4 hours)
- Full-day (6 – 7 hours)

CULTUREWIZARD PRE-WORK

- Culture Calculator Self-Assessment
 - Participants discover their personal cultural background across 8 dimensions of culture and learn how to bridge unique cultural and leadership gaps with 160 countries.

CULTUREWIZARD POST-WORK

- Adjustment Cycle Wizard
 - A brief video course explaining the adjustment process and culture shock along with strategies to mitigate the negative impacts of international relocation.
- CultureWizard App
 - Use your smartphone to call up critical insights from 160 Country Profiles, your personal cultural profile and a wealth of knowledge from our extensive Media Library.



“Our training department was significantly upgraded by this train-the-trainer course. We already had *TeamWork* through *CultureWizard*, but we did not know how to deliver an effective workshop around its core benefit, which is to help global and multicultural teams leverage their diversity as a strength.”

— Juan, L&D Director, Industrial Chemicals

Train-the-Trainer: Building High-Performing Teams with The TeamWork Profile

This Train-the-Trainer course is designed to teach the internal trainers and facilitators of CultureWizard enterprise clients to conduct team-building workshops that focus on The TeamWork Tool and an RW3 method to integrate cultural differences and develop a culture of high performance.

AUDIENCE

Experienced corporate trainers or facilitators who need to develop an approach to support global team building.

MAXIMUM CLASS SIZE

10 participants

LEARNING OBJECTIVES

- Provide a deep understanding of RW3's CultureWizard Intercultural Model and The TeamWork Profile
- Qualify participants to teach and facilitate “Building High-Performing Teams”, a workshop on bridging cultural differences for teams
- Equip participants to facilitate blended intercultural learning using The TeamWork Profile and other CultureWizard tools and resources for pre- and post-work

DELIVERY OPTIONS

- Webinar (60 – 90 minutes)
- Half-day (3 – 4 hours)
- Full-day (6 – 7 hours)

CULTUREWIZARD PRE-WORK

- **Culture Calculator Self-Assessment**
 - Participants discover their personal cultural background across 8 dimensions of culture and learn how to bridge unique cultural and leadership gaps with 160 countries.

• Cultural Awareness Training

- This video course provides a detailed review of the CultureWizard Intercultural Model and the 8 dimensions of culture, pivotal to any professional's success.

CULTUREWIZARD POST-WORK

• The TeamWork Profile

- Leaders learn to create a team profile to explore members' unique perspectives, preferences and personal cultural values in order to define effective and appropriate ways to build trust, communicate, collaborate and perform at their highest levels.

• Country Profiles

- Read profiles on 160 countries to learn about a country's specific business values and suggested strategies on a wide variety of topics like negotiation, management style, meeting essentials and communication.

• CultureWizard App

- Use your smartphone to call up critical insights from 160 Country Profiles, your personal cultural profile and a wealth of knowledge from our extensive Media Library.

Contact your CultureWizard Client Service Manager or email us at info@rw-3.com for more information on our Train-the-Trainer workshops.



“As we prepare for increasingly global business ventures, we tapped into RW3's experience and wisdom to create ambassadors for intercultural competency as a sustainable approach to developing our talent.”

— Kim, Center of Excellence Leader,
Telecommunications Industry

Train-the-Trainer: Working Effectively Across Cultures

This Train-the-Trainer workshop is designed to teach internal trainers and facilitators of CultureWizard enterprise clients to conduct intercultural skills workshops that focus on the CultureWizard Intercultural Model, the 8 dimensions of culture and how CultureWizard can support participants in developing their own unique strategies to work effectively across cultures.

AUDIENCE

Experienced corporate trainers or facilitators who need to help the organization develop intercultural competencies and global business skills.

MAXIMUM CLASS SIZE

10 participants

LEARNING OBJECTIVES

- Provide a deep understanding of RW3's CultureWizard Intercultural Model
- Qualify participants to teach “Working Effectively across Cultures,” a workshop to build skills to work effectively across cultures and in a global workplace
- Equip participants to facilitate blended intercultural learning using CultureWizard tools and resources for pre- and post-work

DELIVERY OPTIONS

- Full-day (7 hours)
- Two-day (7 hours per day)

CULTUREWIZARD PRE-WORK

- **Culture Calculator Self-Assessment**
 - Participants discover their personal cultural background across 8 dimensions of culture and learn how to bridge unique cultural and leadership gaps with 160 countries.
- **Cultural Awareness Course**
 - This video course provides a detailed review of the CultureWizard Intercultural Model and the 8 dimensions of culture, pivotal to any professional's success.

CULTUREWIZARD POST-WORK

- **Country Profiles**
 - Read profiles on 160 countries to learn about a country's specific business values and suggested strategies on a wide variety of topics like negotiation, management style, meeting essentials and communication.
- **CultureWizard App**
 - Use your smartphone to call up critical insights from 160 Country Profiles, your personal cultural profile and a wealth of knowledge from our extensive Media Library.

Contact your CultureWizard Client Service Manager or email us at info@rw-3.com for more information on our Train-the-Trainer workshops.

culturewizardTM **LiVE**

PHONE: +1 212-691-8900

EMAIL: INFO@RW-3.COM

culturewizard.com