

Cultural Intelligence

CQ[®] Masterclass

In our connected world, it is vital leaders grow their Cultural Intelligence CQ[®] capabilities so that they may relate and work effectively with people, teams, and communities in inclusive agile ways.

This one-day course not only explores CQ[®] and its four capabilities in-depth but also deepens our understanding of cultural values, providing leaders with an actionable framework to grow their self-awareness and equip them with the evidence-based insights needed to begin driving meaningful organisational change.

When integrated with leadership development, culture change initiatives, DE&I strategy, as well as hiring and promotion practices, CQ[®] results in enhanced business outcomes to impact equitable decision-making, trust, belonging, and leadership effectiveness.

Delivered by our DE&I partner, Equality Leaders, and their team of CQ[®] Certified facilitators this learning experience is designed to be experiential, social and collaborative.

Aim

On completion of the course, participants will have:

1. Developed an understanding of Cultural Intelligence
2. Recognized CQ[®] as an invaluable capability to lead effectively
3. Built an awareness of cultural value preferences of self and others and how these impact team performance
4. Understood that CQ[®] enables a strategic approach to DE&I and inclusive leadership
5. Learned strategies to enhance their CQ[®] capabilities, applying them to their inclusive leadership practice

Workshop methods and tools

In order to achieve the learning outcomes of the course, the following tools and methods will be utilized:

Presentations

Presentations will provide the required information and background on each topic, include multimedia delivery, and designed to generate discussion.

Group Work

Core to course delivery is group work in which participants are expected to engage with one another to learn collaboratively, facilitated by exercises which allow participants to apply their knowledge and experience.

Case Studies

There are several case studies included which are used to facilitate discussion and enhance learning outcomes

Sample programme

10:00

Culture Matters

- Introductions
- Agenda, Ground Rules
- Culture and your effectiveness

Session 1

Mapping Cultural Diversity

- Introduction to Cultural Values
- Ten Cultural Values
- Mapping your group's diversity

11:30

Refreshment Break

Session 2

What's Your CQ? Overview

- Introduction to CQ
- Your CQ Profile

Session 3

What's Your CQ Drive?

- ENGAGE: Intro to CQ Drive
- REFLECT: CQ Drive Scores
- APPLY: CQ Drive in Action

Session 4

What's Your CQ Knowledge?

- ENGAGE: Intro to CQ Knowledge
- REFLECT: CQ Knowledge Scores
- APPLY: CQ Knowledge in Action

13:00

Lunch

Session 5

What's Your CQ Strategy?

- ENGAGE: Intro to CQ Strategy
- RELECT: CQ Strategy Scores
- APPLY: CQ Strategy in Action

Session 6

What's Your CQ Action?

- ENGAGE: Intro to CQ Action
- REFLECT: CQ Action Scores
- APPLY: CQ Action in Action

14:50

Refreshment Break

Session 7

Case Study

- Read & Discuss Case Study
- Group Discussion
- Effective Diverse Teams

16:00

Close