



Global Leadership Partners Asia

Evolving 21st Century Leadership

Global Mindset

A Global Leadership Program for Individuals

Designed to help talented local managers become effective global leaders, this program focuses on helping individuals make shifts towards greater:

- Self-awareness
- Comfort in discomfort
- Cultural agility
- Global networking acumen.

Based on research conducted by the Hofstede Institute, Aperian Global, and the Najafi Global Mindset Institute, this program focuses on better understanding the characteristics of global leadership role models, and learning best practices in unfamiliar cultural contexts. We use coaching methodologies and Appreciative Inquiry as a model to explore when to *minimize*, when to *adapt*, and when to *integrate*, through “third-way” solutions.

Coaching Milestones

Although each coaching journey is unique, there tend to be common milestones that leaders go through during the coaching process.

The first ah-ha moment often comes in the self-discovery phase, when the leader takes time to reflect with the support of their coach on their own strengths and opportunities for development.

The leader begins **clarifying the purpose** of work, which allows the leader to achieve **better prioritization of time** and focus on the things that really matter. Values crystallize.

With a new clarity of purpose and values, the leader can form a **clearer vision** that engages and inspires. New-founded courage allows the leader to engage in meaningful conversations that were previously thought impossible. As the leader starts **reinventing relationships** they notice that people relate to them in a different way.

Realizing themselves as a role models, **they become more aware of how their behavior influences others**. They take on a bigger understanding of their work, the organization they represent, and the organization’s impact in society. They begin **expanding networks** as they realize they can’t do everything on their own.

Lastly, the leader will **integrate the new ways of thinking, relating and behaving** that they have developed with their coach into their leadership style.