

# INTERCULTURAL COACHING

*Global coaching for global leaders*



## WHO IS IT FOR?

- › Multicultural or multidisciplinary teams
- › Individuals from different cultures, or those who interact with staff from different cultures
- › Leaders, managers, transversal leaders, change agents, talents working in a global and multicultural environment

## FOR WHAT PURPOSE?

- › Pinpointing and understanding different codes
- › Understanding how conflicts arise
- › Drafting and implementing action plans to resolve the issues

## HOW DOES IT WORK?

### ● Choosing your coach

You will choose your coach among those offered to you during an initial introductory session. It's the 'chemistry' meeting.

### ● Setting up the coaching contract

This is a session between you, your coach, and your direct manager.

On this occasion, you will decide jointly on: the objectives for the coaching and the indicators associated with each objective.

A tripartite coaching contract will be drafted further to this session.

### ● The coaching sessions

Sessions take place every 2 to 3 weeks. They take place outside the organization at a venue to be decided upon by you and your coach, or over the phone if needed.

### ● The closure meeting

A tripartite post-coaching debriefing session takes place further to the coaching.

## WHAT IS COACHING?

Coaching a person, a team, or an organization means accompanying the individual or group of individuals such that they find by themselves the answers to questions they ask or to problems they encounter.

The coach acts as a catalyst. They accompany the coached individual, without for that matter being an interventionist. They are distinguished in this respect from the consultant who offers advice and solutions. They also differ from the therapist, who is more focused on the study of causes.