



# GLOBE

GLOBAL LEADERSHIP OBJECTIVES FOR BUSINESS EXECUTIVES

GLOBE is designed for business professionals who are, or will be, interacting with other cultures at home or abroad. The goal is to reduce your risk of culture shock and become a more effective leader by learning the dos and don'ts of cross cultural communication. In its 13th year, GLOBE is facilitated by Dr. Cal Downs, CEO of Communication Management, Inc.

## 2012 sessions will focus on:

### SESSION ONE

April 3<sup>rd</sup> 2012

#### BRACING YOURSELF FOR CULTURAL SHOCK AND ADAPTATION

In our first GLOBE session we will dissect and evaluate the elements that make up cultural differences, particularly in a business setting. We will discuss differences in the perception of time, high vs. low context cultures, the role of laws and norms, and the traps language sets for us. We will also use case studies and current events to examine assumptions and how they shape our perceptions of the other 96% of world inhabitants.

[Click here to register](#)

### SESSION TWO

May 1<sup>st</sup> 2012

#### SELLING YOURSELF IN A GLOBAL SETTING

In this session we will discuss the many layers of cross-cultural communication with an emphasis on negotiation. You will learn how other cultures perceive Americans and how to tailor your behavior for best results. Specific topics covered will include point of contact, one-on-one & group interactions, questioning, active listening, getting to know your audience, directivity in a culturally mixed context and different approaches to negotiation.

[Click here to register](#)

### SESSION THREE

June 5<sup>th</sup> 2012

#### LEADERSHIP STYLES FOR GLOBAL STRATEGY

Session three will focus on developing management styles that will transcend borders. You will learn the importance of relationship building, roles of status, and national culture vs. organizational culture. Through case studies and articles we'll explore the influences of media choices on team communication and how social structures determine interaction. These skills will allow you to accommodate other cultures while strengthening your business operations at the same time.

[Click here to register](#)

### SESSION FOUR

July 3<sup>rd</sup> 2012

#### SOLVING PROBLEMS AND MAKING DECISIONS ACROSS CULTURES

Our fourth session will focus on how to tactfully solve problems, defuse conflicts and make decisions in a multi-cultural environment. You will learn how to identify how members of other cultures perceive problems, how decisions are made, and how to get things done in multicultural groups.

[Click here to register](#)

### SESSION FIVE

September 4<sup>th</sup> 2012

#### APPLIED GLOBAL BUSINESS ETHICS

Session five will explore business ethics among industrialized nations. We will analyze how they compare with what we personally believe and the degree to which we can set aside our moral values to adapt to a global environment. We will also use case studies and current events to compare globalization and cultural imperialism.

[Click here to register](#)

### SESSION SIX

October 2<sup>nd</sup> 2012

#### GLOBAL TEAM BUILDING

Our final session will focus on rewards and performance appraisal methods across cultures and how your leadership style may have to change. You will learn the differences in beliefs on personal control as opposed to fate, how to reconcile differences between specific and diffuse cultural traits and motivational strategies that can work for you in different cultures.

[Click here to register](#)





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## ABOUT OUR FACILITATOR

**Cal Downs** has been an internationally recognized leader in organizational and intercultural development, both as an academic and as a consultant. Earning his Ph.D. from Michigan State University, he has spent more than 40 years focusing on the issues of intercultural & organizational communications. As a consultant, his clients have included TACOM, Hughes Aircraft, Hallmark, the Federal Reserve Bank of New York, Butler Manufacturing, Bendix, and OPEC.

Furthermore, he has conducted intercultural training in China, Russia, Australia, Italy, Austria, and the United States. He's the author of five books and his Communication Audit Questionnaire, available in eight languages, has been the basis for more than 50 M.A. and Ph.D. theses & dissertations. Called a world leader in communication audits, he has extensive experience with the Department of Defense, the Command and General Staff College at Ft. Leavenworth and USAID.

His academic career includes faculty positions in Australia, Austria, Finland and the Netherlands, and Scotland and he has conducted research & organizational assessments in countries as diverse as Guatemala, Korea, China and Russia. He is a professor emeritus at Kansas University and is currently an adjunct professor at both the Bloch School UMKC and Park University.

## SCHEDULE

Regular Sessions meet from 8:30am-Noon, the first Tuesday of each month, though not necessarily every month in sequence, as the schedule shows. Scheduling may change over the course of the year. Breakfast is provided.

## LOCATION

World Trade Center Kansas City at Union Station  
30 West Pershing Road, Suite 201, Kansas City, MO 64108

## COST TO ATTEND

GLOBE – Individual Sessions: \$80.00  
GLOBE – Six Sessions, Full Track (25% Discount): \$360.00  
[Click here to register for the 2012 Full track](#) or contact Meghan Flynn at (816) 374-5469 or [Flynn@kcchamber.com](mailto:Flynn@kcchamber.com).

## PARKING INSTRUCTIONS

The Chamber validates for parking in the big above ground garage immediately west of Union Station. From Pershing Road, turn north onto Broadway between the front entrance to Union Station and the Penneway Bridge. Turn right at the stop sign and park in the garage. You'll receive a ticket when you park, and a voucher to cover the cost of parking when you arrive for GLOBE.

## KEY CONTACT INFORMATION

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