

GLOBALIZATION

YOUR BUSINESS CHALLENGES (THE BUSINESS PROBLEM?)	YOUR PEOPLE MANAGEMENT STRATEGY NEEDS (THE PEOPLE ISSUE?)	AIM'S VALUE PROPOSITION HUMAN CAPITAL STRATEGIES/SOLUTIONS (WHAT AIM CAN DO FOR YOU?)
CROSS-BORDER EXPANSION	<ul style="list-style-type: none"> ▪ Want to ensure success on overseas projects ▪ Global workforce mobility and expatriate planning need to be aligned with business goals ▪ Cultural learning process should be integrated ▪ Managers and employees are having difficulty assimilating into their new locations/cultures ▪ Cultural clashes interfere with performance 	<ul style="list-style-type: none"> ▪ Offer AIM's Book, Communicating Through a Global Lens ▪ Develop a program to increase cultural awareness ▪ Teach global communications skills; improve understanding of various cultures; provide AIM's <i>TACTION Coaching</i> (1:1) with key leaders/managers and virtual teams (VTs) to facilitate better collaboration across cultures ▪ Conduct <i>Trust & Credibility Review</i> to scan influence/power
OFFSHORING	<ul style="list-style-type: none"> ▪ Company is expanding its operations overseas and people aren't expanding globally as fast as the company is hoping ▪ Management is concerned about falling behind ▪ Looking for effective ways to manage expansion ▪ Want to stay ahead of the competition by ensuring leaders develop 21C competencies ▪ Global leaders need support in development multi-cultural leadership skills 	<ul style="list-style-type: none"> ▪ Relocation of business process may require short sessions: <i>FastStart</i>™ team assimilation sessions, <i>Workout</i> (like GE) process improvement sessions and <i>FastGrowth</i>™ global development acceleration session ▪ Provide guidance to embrace <i>GlobalLeadership</i>™ (GL) perspectives via AIM's <i>Global Driver's License</i> (GDL) series ▪ Implement AIM's GL Assessment Tools – <i>GL Leader Self Assessment</i>, <i>GL Team GL 360° Assessment and Development</i> and <i>Team Set Up</i> (shorter) modules and virtual options available
GLOBAL COLLABORATION	<ul style="list-style-type: none"> ▪ Recent collaboration efforts did not go well ▪ Lack of understanding/awareness/cooperation <ul style="list-style-type: none"> – Global “Glitch” (miscommunications) – Global “Finger Pointing” (blame) – Global “Pot Hole” (conflicts) ▪ Want to advance relations up/down/sideways 	<ul style="list-style-type: none"> ▪ Develop cultural effective tools to enhance collaboration ▪ Conduct AIM's <i>Why Can't We Get Along</i> GVT exercise ▪ Offer AIM's curriculum (trust module, conflict module, cultural communication module, <i>FeedBack to FeedForward</i> as well as other portions from “AIM's <i>Global Fitness</i>” courses) ▪ Promote increase collaboration across partners, managers and supervisors via AIM's <i>GlobalLeadership</i>™ programs
VIRTUAL TEAMS (VTs)	<ul style="list-style-type: none"> ▪ Virtual teams need to develop the organizational skills and business knowledge to overcome new business challenges and work across global boundaries, time zones and cultures ▪ Want to raise awareness around the benefits of global communication and align goals 	<ul style="list-style-type: none"> ▪ Identify key virtual team (VT) needs, strengths, benefits ▪ Design specific solutions based on client-related issues ▪ Create targeted member communications via the Web ▪ Facilitate AIM's <i>VTs Setup, Follow-Through</i> and <i>Refresh Sessions</i> and offer AIM's virtual online assessments/tools