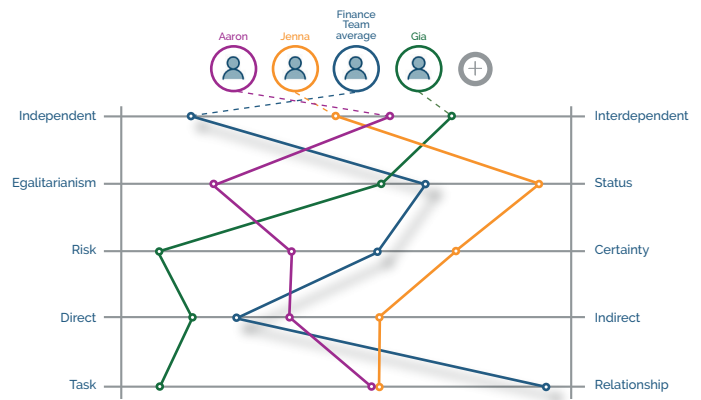


GLOBESMART PROFILE Debrief



The *GlobeSmart Profile Debrief* is a learning session delivered in an interactive format to provide business professionals the essentials to improve their cultural agility in the workplace.

Gain a Real-World Understanding of the GlobeSmart Profile

During the 2-3 hour session, an Aperian Global expert guides participants in interpreting their GlobeSmart Profile, the leading cultural inventory in the industry, with over 1,000,000 registered users. By the end of the session, learners will be able to:

- Identify how culture impacts business interactions
- Gain knowledge of the “why” behind common behaviors influenced by culture
- Use a validated tool to understand work-styles in a multicultural setting
- Map learning to action items by applying global mindset behaviors on the job

Practical Learning Approach

A certified facilitator with years of hands-on business experience will lead participants in a carefully constructed conversation that is focused on their needs, challenges, and questions. The key to the session’s effectiveness is in the practical learning methods it uses, including:

- Group and individual activities that encourage participants to develop cultural self-awareness & strategies for navigating through differing work-styles
- Discussions and real-world examples that provide an in-depth understanding of the information
- A “commitment card” that helps participants set goals and define measurable, concrete actions to approach work with a global mindset

Tailored to Specific Business Needs

The *GlobeSmart Profile Debrief* session has the ability to flex to meet the specific business need. Select from one of the following options:



Global Mindset

Our most popular option, this module focuses on enhancing cultural agility when working globally.



Country Specific

Ideal for business professionals who would like to focus on interpreting their results when working with a specific country.



Teams/Collaboration

A powerful option for intact global teams aiming to take a closer look at how they can optimize effectiveness through awareness of their work-styles.

The session also accommodates a variety of business requirements by offering two delivery options, which are valuable as both standalone programs or as components of larger programs (for example, company meetings, orientation programs, or other Aperian Global programs). Delivery options include:

- Face-to-face delivery: 2 or 3-hour session
- Virtual delivery: 2-hour session using a web conference platform

Modules

The following topics are covered throughout the session:

Cultural Perceptions	▪ Review the impact of culture on one's perceptions when working with counterparts from other countries
Cultural Dimensions	▪ Review GlobeSmart Cultural Dimensions as a language to understand multicultural work-styles
Your Cultural Work-Style	▪ Practice mapping strategies using your personal GlobeSmart Profile results
Action Planning	▪ Create individual "commitment cards" to support the practice of applying global mindset behaviors on the job

Aperian Global is an HRCI Approved Provider and SHRM Preferred Provider and can award recertification credit hours for our training activities.

For additional information: contactus@aperianglobal.com

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