



HPIT CERTIFICATION OVERVIEW

November 2, 2023

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Cost \$550, Graduation Requirement TBD

High Performing Intercultural Team Journey
With Four Pillars of Intercultural Teaming
using Three Colors of Worldview and 12 Dimensions of Culture

Consulting

Learning & Development

Coaching



High Performing Intercultural Teams® (using Three Colors of Worldview and 12 Dimensions of Culture)

Inter-Cultural
Intelligence

A KnowledgeWorkx Product



A High Performing Intercultural Teams (HPIT) journey is designed to develop the team's cultural agility and equips them with the skills to develop a powerful intercultural team charter. This journey will cater for 6 participants - a full HPIT journey typically takes 4 – 6 months and has a number of sprints along the way. At the start of the journey, we will assess the current state of the team which is followed by a Cultural Agility development workshop. Diagram on [Page 6](#) shows the sessions that will be facilitated (in purple), and the work that the team needs to do on their own.

The Journey will use the Inter-Cultural Intelligence framework starting with Perception Management tools. These will provide thinking and conversational tools to navigate cultural differences. This is followed by unpacking the cultural drivers of the participants using the Three Colors of Worldview® and Cultural Mapping inventory® (based on the 12 Dimensions of Culture) profiles. The team will use these to focus on Culture Formation, exploring what does Culture mean for the team, who they are, who they want to be and how can that be used to create the desired culture in the organization.

Cornerstone Principles

- All Cultural motivators are of equal importance for every team
- Each combination of worldview preferences has the potential to contribute to creating a high performing intercultural team
- We focus on creating a third cultural space by designing an intercultural team charter

- An interculturally validated team charter will allow the team to reach higher levels of performance on the relational and transactional side of their team-life

Four Pillars of Successful Intercultural Teams:

A high performing intercultural team will quantify, action and align clearly defined behaviors that become the behavioral code or behavioral charter for the team. Four crucial focus areas need to be of an intercultural team charter:

- **Develop Merit Based Trust**
Trust only starts flowing through the team if they develop an interculturally validated set of behaviours that will develop trust and know which trust breaking behaviours to avoid.
- **Overcome Communication Challenges**
This pillar has two elements: communication processes & systems and communication content. Developing clearly defined communication processes and behaviours enhance team success
- **Align Common Purpose**
This pillar quantifies team goals, aligns individual goals, gives clarity on how to celebrate and correct, how change and alignment are handled etc.
- **Develop Relational Capital**
Here we answer one key question: "How strong do we want relationships to be on our team and how to we intend to reach this level of strength?"

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 KnowledgeWorkx
Facilitated Sessions

 Team Responsibilities
& Activities

 KnowledgeWorkx input
(presence is optional)



10

Progress Discussion Session

1/2-day progress discussion and Team Charter review.
Decide on behavioral focus areas for the next quarter.

9

Anchoring the Team charter Behaviors

Ongoing activities to ensure the behaviors of the
team charter become the new normal

8

Team Charter Launch Event

The team decides how/when they want to
officially launch the team charter to mark
the day.

7

Team Charter Validation Session

1/2-day session to interculturally validate the
team charter and discuss official launch

6

4P Team Dialogs

Team organizes 1 on 1 and small-
group discussions to gather ideas
for the team charter

5

Comparison Report Sessions

Team leader initiates one on one
sessions with all team members

4

Team Survey Report

Sent to team leaders to assist
in team dialogs

3C Team Assessment

Online questionnaire by all
team members

Activation Workshop

2-day live session to unpack Three Colors of Worldview,
12 Dimensions of Culture and Colors and Four Pillars

Team Online Survey

Six questions answered Anonymous
online by all team members

1

2

3



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The High Performing Team journey is a powerful process that allows a team to create a culture that resonates with current and future members. It creates a team DNA that allows the team to thrive in a complex intercultural environment. The journey involves a number of engagements with the team through virtual sessions. In-between these sessions the team will be working on a variety of activities to ensure they come into the next session with a deeper understanding of the direction they want to take the team culture.

- 1 The journey begins with the participants completing the assessments online ahead of the first live session.
- 2 The journey starts with a 2-day workshop, in which we will unpack the Three Colors of Worldview as well as the 12 Dimensions of Culture profiles for each participant. Participants will discover their personal and their teams' preferences and we will use the 4 Pillars of High Performing Teams to start the team culture development conversation
- 3 - 4 The team is sent an anonymous survey in order to get feedback on what currently works well in the team and what doesn't.

The anonymous report created based on this survey is sent to the Team Leader to assist in the team dialogs on what the team wants to achieve.

- 5 The team continues to have one-on-one sessions using Three Colors of Worldview and 12 Dimensions of Culture reports to create strategies to enhance relational effectiveness in the team.
- 6 Using the 4 Pillars of Team effectiveness as a guide, small group discussions will be scheduled to start generating ideas for the team charter.

- 7 The team charter validation sessions will ensure that all team charter statements are explicit and actionable and can even be understood by newly onboarded team members. The statements will also be interculturally validated during the session (i.e., will hold true no matter the cultural heritage of the different team members).

- 8 After validating the team charter, it will be finalized, and a launch event will be scheduled. The purpose of this event is to have a historic moment that will also include some sort of a ritual that the team will decide, symbolizing a milestone on the calendar.

- 9 The team will now ensure that the behaviors of the team charter start to become normal day-to-day practice. The KnowledgeWorkx facilitator will work with the team on creative and practical ways to make this a reality. This can include things like featuring the team charter in team meetings, acknowledging and affirming behaviors in line with the team charter, celebrating progress and integrating the team charter in the onboarding of new team members. This can also be the start of the process to cascade core behaviors to the rest of the organization so that the leadership becomes the birthplace of the culture of the organization.

- 10 When the team feels they have made significant progress, they have the option to conduct an online questionnaire that will result in a Progress Report. This complimentary progress report will give insight into how far they've come in the journey and results in a discussion on what to focus on in the next phase. Progress reports can be repeated indefinitely.

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