



Knowledge
Workx



HIGH PERFORMING INTERCULTURAL TEAMS®

IS YOUR TEAM OPERATING IN A GLOBAL AND INTERCULTURALLY COMPLEX WORLD?

The world has become increasingly global, and more teams than ever are navigating the daily realities of both face-to-face and virtual intercultural dynamics.

With over 20 years of experience working with intercultural teams worldwide, we invite you to embark on a transformative journey to develop your own high-performing intercultural team.



WHAT DO HIGH PERFORMING INTERCULTURAL TEAMS DO?

- High performing intercultural teams have a deep understanding of the intercultural motivators and demotivators that every individual team member brings to the team.
- High performing intercultural teams use this deep knowledge to develop an interculturally aligned team culture by using the four pillars of successful intercultural teams.
- A high performing intercultural team actively recruits and nurtures members into the team culture, and creatively and intentionally uses it to connect successfully with internal and external stakeholders.

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 part of an intercultural team charter:

DEVELOP MERIT
BASED TRUST



OVERCOME
COMMUNICATION
CHALLENGES



ALIGN COMMON
PURPOSE



DEVELOP
RELATIONAL
CAPITAL



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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.
- ✚ Best practice needs to be validated in the local context. This is true for individual as well as team specific behavioral preferences. As such, a behavioral charter has to be a living document with regular reviews.



WHAT WILL I GAIN?

- A structured method to develop high performing intercultural teams.
- A rich and meaningful journey where you get to know and appreciate your team at a new level.
- A vibrant team culture that energizes the team and gives clarity and focus to team members to know how to contribute in the best possible way to the development of the team culture.



JOURNEY DESIGN

An intercultural team development journey 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 an Intercultural Agility development workshop. This will equip the team with the framework and skills to develop a powerful intercultural team charter. An intercultural team development coach will facilitate key sessions (1, 2, 3 and 5) and coaches the team to keep the journey on track till the team charter is launched.

Key:

-  KnowledgeWorkx Facilitated Sessions
-  Team Responsibilities & Activities
-  KnowledgeWorkx input (presence is optional)



TALK TO US

Contact us for more details.

We will assist you to design a development journey that will equip your team to thrive in a global and interculturally complex world.

The journey can be conducted virtually or in a blended format.