

THE INTERNATIONAL PROFILER – Your Tool for International Success!

What is The International Profiler?

The International Profiler (TIP) is a development tool which helps managers and professionals reflect on the skills and capabilities required for working in an international context. It helps raise awareness of areas in which they may require future development to more effectively - and quickly - transfer their technical and managerial skills into a new role and new context.

What are the benefits?

- Identification of competencies/skills required for working effectively in a (new) international environment;
- Development of an action plan that accelerates the transition into the new role, and increases overall effectiveness
- TIP provides a platform for individual coaching or skills development training for teams.

How does the TIP work?

The TIP – developed by WorldWork Ltd (www.worldwork.biz) – is an **on-line questionnaire** which takes about 45 minutes to fill in. It focuses on a set of 10 core competencies, involving 22 associated skills, attitudes and areas of knowledge required to transfer leadership and managerial skills in an international context.

A **2-hour feedback session** follows, drawing on the results presented in a comprehensive report. The aim is to identify three or four competencies that help maximise performance in the new role. A plan of action is prepared which focuses on the development of these qualities.

The **follow up** includes two more 1-one-1 sessions. This process normally lasts a minimum of 3 months, from the completion of the questionnaire to the final discussion.

Who can benefit from the TIP?

The International Profiler is aimed at individuals who need to build their adaptive skills for working in an international environment, including:

- Expatriate professionals or managers (including those in the process of expatriation);
- Managers leading international teams or operating in multi-cultural workplaces; and
- Exporters operating in culturally diverse markets.

About iglobal

iglobal is currently the only licensee of the TIP in New Zealand. iglobal's director, Irene Öhler, has 19 years of experience in the area of training and development. She has coached over 90 executives on four continents over the last eight years and is a graduate of CoachUniversity and of the ADVANTARA Global Executive Coach program.

"Until now there has been very little in terms of a structured development process that can enable a manager to understand how the 'gap effect' of working across cultures might affect him or her at a personal level and how he or she can fill this gap in areas of need. The International Profiler performs this function very effectively."

Nigel Ewington, course leader, Diploma in Intercultural Management, University of Cambridge