

## Developing Culturally Intelligent Leaders: The Tidal Wave of Change Begins with You Virtual Course by Green Training Associates LLC

### Course Overview

The business case is clear: **Leaders who are skilled at behaving inclusively and fostering inclusivity in their organizations are more likely to achieve better results and to be more successful in their roles.** Sustainable organizations commit to a culture that encompasses every individual's positive regard and acceptance of others that you give and receive. This program will meet your urgent needs to develop team leader skills to increase self-awareness of unconscious bias, act respectfully and ethically and have tough conversations about uncomfortable topics. More than ever, leaders are expected to be transparent, show consistency from words to actions, and create an inclusive workplace.

The design of the cases, examples, polling questions and activities can be easily customized to make the program relevant, contextual to your company's challenges and communicate key company messages. We work closely with your HR Managers who serve the team leaders day-to-day, adhere to corporate policies, and support leaders' skills application.

Participants will incorporate cultural intelligence into work and personal lives by learning the seven guidelines encouraging them to adopt new behaviors. Using a video method of workplace interaction vignettes, we explore the seven guidelines for creating a successful, culturally intelligent workforce with a four-step format that opens conversation in a semi-structured manner: Guideline, What's Happening Here? Simple Steps, Make It Personal.

### Learning Outcomes

- Define Cultural Intelligence.
- Improve self-awareness of their own biases, with an unconscious bias self-assessment.
- Identify instances of devaluing others through small, subconscious behaviors and micro-inequities.
- Learn ways to recognize and avoid these biases by developing Respectful Behaviors.
- Act respectfully and ethically – All employees' eyes are on you to lead by example and be part of the solution to show personal integrity, fairness, collaboration and inclusivity.
- Apply new skills to address conflict productively and respectfully and have tough conversations to talk about uncomfortable topics.

### Target Audience

- Leaders, team managers and supervisors

### Course Format

- Live, Virtual Course
- Unconscious Bias Assessment
- Interactive learning experience with polling, "Let's Talk" facilitated conversations, brief activities
- Video vignettes
- Handout: Workbook

### Course Length

- 90-Minutes

### Course Capacity – Recommended for optimal learning experience

- 8 - 12 participants

### Facilitator(s)

- Pam Sammarco, CEO, Green Training Associates LLC.
- Client Train the Trainer and/or use of my contract instructor network are options to roll out the program as quickly and efficiently as possible.
- **Recommendation:** Joint Facilitation with Pam and respective HR Manager assigned to the participant leaders.

## Facilitator Profile

Pam Sammarco, CEO, founded Green Training Associates LLC in 2009. Our Purpose-Driven Statement: We develop people's capabilities to solve the world's challenges and build sustainable organizations. We accelerate business growth through Training, Talent, Coaching and Career Solutions. We prepare leaders and workforce to be capable, competent, and skilled. We identify, assess, develop, coach and mentor your talent pipeline. Business confidence and exceptional performance are outcomes of developing the right capabilities.



Pam is a trusted advisor for our clients' talent development priorities to drive sustainable performance. She has proven success as a strategic leader in complex training and talent strategies, sustainability curriculum, leadership and workforce capabilities, organizational effectiveness, culture shift and transformation. Pam collaborates with clients as partners to identify and close performance gaps. She excels in Life Sciences, Sustainability and Technology industries for STEM professional development.

Our GTA Performance Learning Ecosystem™ is a proprietary methodology combining selected elements for each solution, custom-designed for your organization, based on a thorough needs analysis. We partner with corporate leaders to deliver our solutions increase readiness, along with your committed executive sponsorship, create proven impact for effective transfer of experiences close to the job action, to improve performance:

- Vital Leadership Intelligence for Emerging Young Leaders™
- Mid-level Leadership Readiness Journey™
- Essential Connections: A Mentoring Partnership Program™
- Accelerated Performance Coaching™ and Hogan Predictive Leadership Assessment Experience
- Extensive Library of Skill-Building Capability Workshops (catalog available)
- Sustainable HRM Solutions™
- Sharpen Your Digital Talent Capabilities for STEM Professionals™
- Climate Adaptation Leadership Strategies Program™

Pam is a lifelong yoga practitioner, enjoys a sustainable lifestyle, engages in sustainable investing, is an avid recycler, a nature photographer, donates to charitable organizations, and cooks farm to table with our NJ fruits and vegetables. For many years, she mentors young professionals on careers and other professional endeavors to enable their career future and life success. She is an active Rutgers-Douglass alumnus. Pam is also passionate about women in leadership and gender parity remediation.

### Career, Education & Credentials

- Pam's expertise spans 24 years in three industries for four progressive and innovative corporations to advance performance for employees of Citicorp, American Express, Alcatel-Lucent and Medco Health Solutions.
- Certified in Hogan Predictive Leadership Assessment Systems
- Certified Professional in Talent Development, National ATD
- Master of Science, Applied Industrial/Organizational Psychology, concentration in Human Resources Management, Stevens Institute of Technology, Hoboken, NJ
- Bachelor of Arts, General Psychology, concentration in math and statistics, Douglass College, Rutgers University, New Brunswick, NJ. Magna Cum Laude, Phi Beta Kappa, Psi Chi Psychology National Honor Society.
- Non-profit Board Officer: Professional Association for Talent Development, Northern NJ ATD (1999 - present) Leadership & Talent Development Vice President (2006-Present), Chapter President (2004)

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