

Developing Culturally Intelligent Leaders: GTA's Virtual Performance Learning Lab Series

Description

The business case for this Virtual Performance Learning Lab Series 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 nurture a culture that encompasses every individual's positive regard and acceptance of others that you give and receive. It also encompasses each person's ability to be comfortable with who you are, when you go to work every day and bring the "best self" you can and your best contributions. The pre-requisite is the Cultural Intelligence Overview Virtual course.

Participants will incorporate cultural intelligence into their work and personal lives by learning the seven guidelines that will encourage them to adopt new behaviors. Using a case example method, we will explore each of 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

At the end of the four-part Performance Learning Lab Series, participants will be able to:

- Engage in learning your company's culture by describing your corporate norms and values.
- Identify different communication styles among diverse cultural groups.
- Build "People Bridges" by learning eight behaviors that build your CQ and apply the behavioral concept: "As Simple as Respect".
- Discuss and apply the seven guidelines to promote respect, diversity and inclusion in the workplace using seven different "scenes" that exemplify disrespectful behavior, and the tools to combat such behavior.
- Adapt behaviors, support cultural intelligence and minimize behaviors that undermine it where you will learn to:
 - Review strategies for handling sensitive situations.
 - Give and receive feedback in a caring, respectful way.
 - Develop skills to practice respectful and caring behavior toward culturally diverse individuals and groups.

Course Format

- Live, Virtual Performance Learning Lab Series
- Pre-requisite: Cultural Intelligence Overview Virtual Course
- Pre-course assessment
- Interactive learning experience in a lab format
- Handout: Workbook

Course Length

- Four 90-Minute Modules in this Virtual Performance Learning Lab Series

Course Capacity – Recommended for optimal learning experience

- 8 – 10 participants

Facilitator

Pam Sammarco, CEO, Green Training Associates LLC

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:

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

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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