



Global Leadership Assessment and Development

with the Global Competencies Inventory (GCI)

Do the leaders in your company possess the capabilities they need to operate effectively in our increasingly global world? Are they able to effectively adapt to conditions and settings that are different from those to which they are accustomed? How well equipped are they to adjust to the increasing volatility, uncertainty, complexity, and ambiguity (VUCA) that characterizes the world?

Leaders need specific global competencies that are important for adapting to people, situations, and cultures that are significantly different from their background and experience. The Global Competencies Inventory (GCI) helps leaders gain an increased understanding of the behaviors, values, beliefs, and practices that impact their effectiveness when interacting with people from other countries and cultures. The insights they gain can then be used to develop action plans and identify opportunities to enhance their effectiveness as a global leader.

Organizations use the GCI in the following contexts:

- Executive coaching for personal/professional development.
- Aids in selection and promotion criteria for different levels of management.
- Pre-and post- measurements for changes in intercultural competencies.
- Cross-cultural and diversity courses to increase awareness and self-analysis for improvement.

Aspire Consulting offers assessment, feedback, and coaching for individuals who are already in a global role, anticipate taking a global role, or who work in a global organization interacting with people from other countries and cultures. We help organizations integrate global competencies into their staffing, development, and other talent management-related decisions through use of the GCI and other tools. We also provide executive development programs focused on developing increased global capabilities.

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