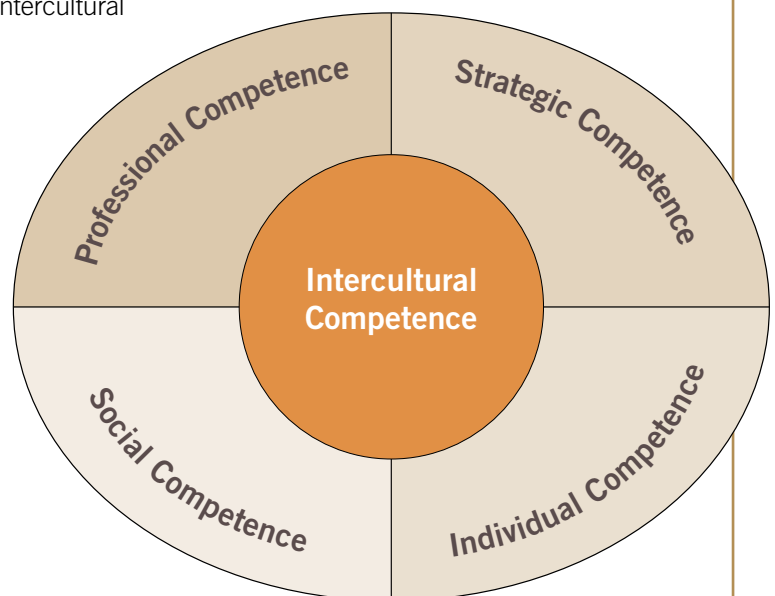


## SPIDI.communicating

**SPIDI.communicating** stands for intercultural Human Resources and organisational development. We enable you to act fast and efficiently in the international business world by adding an intercultural dimension to individual competencies.

Intercultural competence encompasses professional, strategic, social and individual skills. They are the most important factor for working successfully in an intercultural environment. For professionals, building up intercultural competence means developing effective communication skills based on an awareness of the needs and expectations of oneself and others.

For companies it means increased efficiency and improved performance in international business activities.



Model of Intercultural Competence according to Bolten (2001)



In our training and coaching we focus on linking intercultural abilities with these competencies. Together with participants, we develop solution-oriented strategies that can be implemented immediately, and combine the individual strategies with the overall goals of the organization.

# Intercultural Competence

## Intercultural Management

Together with our clients, we design and develop intercultural management structures and processes to optimize business practice. We consult and support our clients in reaching their goals in a complex intercultural context. To accelerate integration after a merger or takeover, we execute a Cultural Due Diligence in M & A processes.

## Intercultural Training

The goal of our intercultural training is to raise participants' awareness in cultural similarities and differences in their behaviour and communication. This enhances their intercultural agility.

### 🕒 Awareness Training

Participants learn to perceive cultural similarities and differences in communication and behaviour. They become aware of the cultural influences that have shaped them, and they learn to adapt their communication and behaviour to increase their effectiveness in an intercultural environment.

### 🕒 Training for Managers

Managers enhance their intercultural leadership skills. They will become more secure and effective when leading in an intercultural context.

### 🕒 Training for High Potentials

Future global leaders complement their professional and social skills with intercultural skills to build cultural flexibility.

### 🕒 Team Training for Multicultural Teams

Multicultural Teams increase their productivity and effectiveness. We develop specific steps to optimize cooperation within the team.

### 🕒 Culture-Specific Training

We offer specific cultural know-how to accelerate the effectiveness of employees

who are sent abroad or who oversee projects in other regions of the world. The training links individual goals to the overall company targets.

### 🕒 Reintegration Training

We support expatriates in Austria returning to their home country, and Austrians who are moving back to Austria after having lived abroad for a longer period of time. They will be prepared to reintegrate more easily into a life and work environment that may have become unfamiliar.

## Intercultural Coaching

Intercultural coaching supports people who are dealing with specific intercultural challenges. We recommend combining coaching with our intercultural training

### 🕒 Intercultural Coaching for Managers

Intercultural Coaching enhances the effectiveness of managers in their new working environment. We will develop concrete steps to act fast and efficiently in the new cultural context.

### 🕒 Intercultural Coaching for Expat Partners

We accompany spouses of international managers during their transition into a new cultural environment.

## Diversity Management

Visit the SPIDI website on Diversity Management. Just click on the following link:  
<http://www.spidi.at/fileadmin/redaktion/angebote/diversitymanagement.pdf>