



## Session I, July 11-13, 2018

### 3. Coaching Managers in International Organizations: An Advanced Workshop

Education, business, government, and social service organizations today are increasingly international. Coaching managers in these organizations is important, sometimes critical. This kind of coaching is truly challenging and it requires special coaching and cultural competencies. Every workshop session will provide deep insight and build the skills required to conduct cross-cultural coaching with real confidence, and with exceptional value to those with whom we work.

**Designed for:** Trainers, teachers, coaches, managers, administrators, and intercultural specialists.

#### Workshop Objectives

You will have the opportunity to:

- *Reflect on* your own personal and professional experience most relevant to coaching managers in international organizations
- *Recognize and respond appropriately* to the cultural realities you will encounter with each manager with whom you work
- *Discern accurately* the real strengths, needs, and potential of each person with whom you work
- *Choose* from a variety of coaching styles and methods the ones most congruent with, and valuable for, each person
- *Communicate* with each person in comfortable, confident, uniquely effective ways

#### Learning Activities

- Presentation of an original model representing the range of coaching being done in international organizations today
- Faculty presentations (concise, thought-provoking, interactive) with real-life examples
- Case studies: Analysis of real-life coaching situations in a variety of countries
- Simulation: An actual, difficult, coaching assignment. Debrief with lessons learned
- Discussions (in-depth, candid and confidential) with our colleagues in the workshop

Key topics and strategies will include:

- Expectations and demanding situations of managers in international organizations
- The finest contributions and worst mistakes coaches make in international organizations
- Methods most effective in a variety of situations and countries
- Creative coaching: New, uniquely effective methods developed by George
- Building credibility for coaching: Evaluation and marketing
- The special satisfactions (and stresses) of coaching

**Follow-up Opportunity:** You will have an individual, in-depth discussion with George on the telephone two weeks after this workshop.



**Dr. George Renwick**, a founding faculty member of the Summer Institute, is president of Renwick and Associates, an international consulting firm. He has coached, in person, more than 500 men and women in management positions, representing 28 nationalities. George has taught Master Classes on Coaching at the University of London and the Birla Institute of Management Learning in Mumbai, India. He has completed assignments in 26 countries for 40 international organizations. Some of these organizations (and their locations where he has worked with them):

**Education**

*New Asia College, Chinese University of Hong Kong  
Intercultural Communication Institute & University of the Pacific (in Portland)  
Thunderbird School of Global Management (in Phoenix)*

**Government**

*Foreign Service Institute  
U.S. Department of State (in Washington, D.C.)*

**Social Service**

*Peace Corps (in Morocco, Thailand, Western Samoa, Nepal)*

**Business**

*Exxon (in Saudi Arabia, Malaysia, & Houston)  
Motorola (in France, Hong Kong, & Phoenix)  
Aetna International (in Chile, Korea, Australia, & Hartford)  
Ford Motor Company (in China & Detroit)*

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