



## Session II A, July 17-21, 2017

### **19. The Assessment and Development of Global Leaders: Insights from the Field**

Organizations are struggling to understand the ways in which globalization influences leadership. Research shows that one of the primary concerns of human resource professionals who operate globally is the dearth of managers who possess global leadership skills. Developing global leaders is a major concern for many organizations in the public, private, and nonprofit sectors. This workshop is designed to familiarize you with the most recent literature examining global leadership and the current best practices for the development of global leaders.

**Designed for:** Management consultants, in-house HR managers and trainers, nonprofit organization members working in cross-cultural/global contexts, and educators whose teaching involves leadership and intercultural effectiveness in work settings.

#### **Workshop Objectives**

You will have the opportunity to:

- Review the current state of global leadership in both theory and practice
- Identify the multidisciplinary roots of global leadership as a theoretical construct and empirical phenomenon
- Identify and compare various models of global leadership development
- Identify the characteristics of global leaders based on comprehensive research
- Complete and discuss a global assessment instrument
- Learn how organizations can develop and support global leaders
- Understand the connection between global leadership and expatriation
- Develop tools for designing and conducting global leadership programs
- Explore how effective leaders lead change in global organizations
- Explore how coaching can enhance global leadership development
- Identify approaches for designing global leadership development programs in organizations

#### **Learning Activities**

- Discussion of case studies and readings
- Personal assessment and peer coaching
- Sample simulations
- Peer exchange of best practices
- Team generation of global leadership development program designs



**Dr. Joyce Osland**, a senior partner of The Kozai Group, is the Lucas Endowed Professor of Global Leadership and Executive Director of the Global Leadership Advancement Center in the Lucas College of Business at San Jose State University. Joyce is the founder of the innovative GL-Lab assessment center and the Global Leadership Passport Program for undergraduates. She has won numerous awards for both research and teaching, including the Outstanding Educator award in International Management from the Academy of Management. Joyce spent 14 years working and living overseas in seven different countries and continues to train, teach, and consult internationally. She has published over 100 articles, chapters, and books, writing primarily on global leaders, expatriates, Latin American comparative management, women leaders, and cultural sense making.

**Dr. Sully Taylor** is a professor emerita of international management and a certified integral coach from New Ventures West. During her academic career, she was the associate dean of graduate programs at Portland State University, chair of the International Management Division of the Academy of Management, and a Fulbright Scholar. She did consulting and research on creating integrated global cultures and human resource management systems in multinational firms. She has published extensively on international management topics such as global leadership, women expatriates, and global staffing in journals such as the Sloan Management Review and the Journal of International Business. During her last eight years at Portland State, Sully helped develop, teach, and coach in the core MBA course on Personal Leadership Assessment and Development. Her present practice focuses on coaching global and academic leaders.



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