

The International Profiler: Online Licensing Process (Example)

Most international managers are selected for international roles more on their technical skills and less on their skills and motivation in working across cultures.

Therefore, there is the need for a well-researched International Competency set which represents the attitudes, skills and areas of knowledge which people need in a range of international contexts to be highly effective in transferring their skills across cultures.

By linking role requirements to people's present emphasis across key international competencies, commitment to personal change can be produced which will ensure international managers work towards a more strategic fit between the challenges they face and the skills they need.

WorldWork Ltd has developed a set of 10 competencies (with 22 associated skills, attitudes and areas of knowledge) that define the special capabilities required to transfer leadership, managerial and professional skills to an international context. The competencies have been derived from research in the multi-cultural field and the practical experience of consultants and trainers in intercultural management.

The International Profiler is a psychometric questionnaire that provides individuals with structured feedback in terms of the energy, emphasis and attention they typically bring to the international competency set.

The online licensing course has been designed to provide considerable flexibility for potential licensees, who can take the International Profiler Licensing course from anywhere in the world. Upon successful completion of the program participants will have a good working knowledge of the tool, how to conduct feedback sessions with clients on its results, and how to market it in the context of their practice. The online course spans approximately 4 weeks and features work at an interactive course site, live webinars, and significant interaction with a Licensed Course Instructor and other potential licensees.

1. **Orientation Session** – one hour live web conferencing session during the week before the programme starts.
 - 🌀 Overview of the Program / Introduction to the Course Tools
2. **Module One:** (asynchronous work at website)
 - 🌀 Introduction to TIP, TIP Positioning, Understanding the Competencies
 - 🌀 *Module One Live web-conference: 2 hours, during the first week of the licensing programme (application and experimentation)*
3. **Module Two:** (asynchronous work at website)
 - 🌀 Interpreting a TIP Report, Creating or using a Coaching Report, Designing / Conducting an Effective Feedback Session
 - 🌀 *Module Two Live web-conference: 2 hours, During the 2nd week of the licensing programme (application and experimentation)*
4. **Module Three:** (asynchronous work at website)
 - 🌀 Creating the Development Plan, Marketing / Integrating TIP into your practice, Using the WorldWork website, The Practice Client process
 - 🌀 *Module Three Live web-conference: 2 hours, During the 3rd week of the licensing programme (application and experimentation)*