

Bridging Cultural Boundaries Through Leadership



Center for
Creative
Leadership

ASIA EUROPE NORTH AMERICA

www.ccl.org

MEETING THE CHALLENGE

How can organisations in Asia meet the challenge of leadership across increasing diversity and cultural differences?

The Center for Creative Leadership (CCL®) has an established history and a dedicated commitment to fostering inclusive leadership practices in an increasingly diverse and multicultural world. Researchers at the Center have published several landmark books that have contributed to new understanding in this field: *Breaking the Glass Ceiling* (1987), *The New Leaders* (1992), *Diversity in Work Teams* (1995), *Standing at the Crossroads* (2002), *Leading in Black and White* (2002), and *Success for the New Global Manager* (2002).

INVITATION TO PARTICIPATE

Developing solutions to the most pressing leadership challenges has been the hallmark of the Center for Creative Leadership for the past 35 years. Perhaps no leadership challenge is of greater societal concern than the one addressed by the **Bridging Cultural Boundaries Through Leadership (BCB)** project - the need for effective leadership in the face of racial, religious, gender, ethnic, and cultural differences.

The goal of leadership is to bring people together to accomplish a larger purpose. In a globally interconnected and diverse world, a major challenge is the need for effective leadership between groups of people with very different histories, perspectives, values, and cultures. Given these business realities, the **Bridging Cultural Boundaries Through Leadership** project seeks new knowledge and practical innovations around the question: What types of leadership practices are effective in bridging cultural boundaries in diverse and multicultural work contexts?



VALUE TO YOUR ORGANISATION

In return for their participation in the BCB project, organisations will receive a variety of benefits including:

- » An organisational specific report detailing the project findings.
- » An advance copy of research-based manuscripts written for publication.
- » A meeting or conference opportunity to share best practices with other organisations and leaders.
- » An opportunity to work with CCL to turn the research findings into practical tools and applications.
- » If desired, recognition for participating in the study in various CCL and external publications.
- » Early access to the tools and interventions developed out of the research.

CONNECT TO ONLINE RESOURCES

www.ccl.org/asia

■ OVERVIEW OF GLOBAL RESEARCH AND INNOVATION ■ CCL PUBLICATIONS AND IMPACT REPORTS ■ FACULTY AND EXPERTISE

■ ELIGIBILITY FOR PARTICIPATION

We intend to collaborate with at least one for-profit and non-profit organisation in select Asian countries with the following profile:

- » A specific interest or need related to the project focus.
- » An employment population representing a diverse variety of cultural and demographic backgrounds.
- » A minimum of 150 employees.



■ REQUIREMENTS FOR PARTICIPATION

Participating organisations are asked to identify an internal project leader to oversee the collaboration and to provide access to employees to complete the following data collection tools:

- » **Organisational Case Study** – A survey and interview conducted with a HR/OD professional to learn about the organisational practices and cultures for bridging cultural boundaries.
- » **Interviews** – A semi-structured interview administered to a maximum of 15 employees within a single unit or project team to learn about their experiences in bridging cultural boundaries.
- » **Scenario Questionnaire** – A bridging cultural boundaries survey administered to a maximum of 150 employees.

■ FOR FURTHER INFORMATION, PLEASE CONTACT:

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“IN MY MIND THE QUESTION OF HOW ARE WE ALL GOING TO LIVE AND WORK TOGETHER IN THIS GLOBALLY INTERCONNECTED WORLD IS THE CHALLENGE OF OUR MODERN TIMES. WITH THE BRIDGING CULTURAL BOUNDARIES PROJECT, WE’RE FOCUSING SQUARELY ON THE LEADERSHIP DIMENSION OF THIS CHALLENGE.”

- Christopher Ernst, Ph.D.
*Research Director,
Global Leadership.*
CCL Asia

For more information, visit www.ccl.org/asia or e-mail asiaresearch@leaders.ccl.org.

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