



CULTURAL LENS INVENTORY

OVERVIEW: THROUGH A CULTURAL LENS

With Globalization breaking down national and cultural boundaries, a key characteristic of teams will be their diversity. Therefore, team leaders and managers will increasingly support team members who are from diverse backgrounds - bringing a variety of languages, cultures and nationalities to the work unit. Given this reality, a hallmark of effective leadership is the ability to leverage workplace diversity to produce high quality deliverables. Understanding your own "cultural lens" is the first step to developing greater sensitivity in your team.

What is a "cultural lens"? Everyone sees the world through a filter, or bias that stems from their own culture - and we bring this "lens" to work situations. Recognizing this trait in oneself allows you to help others gain awareness of their own "lens" so they can work through differences with colleagues to meet business objectives.

WHY CULTURAL LENS INVENTORY?

AIM Strategies® Cultural Lens Inventory is an instrument designed to help leaders gain greater sensitivity to cultural differences, helping them manage the types of conflict that commonly arise when teammates work with others from different backgrounds.

OUR METHOD AND BENEFITS TO YOU

AIM Strategies® **CULTURAL LENS INVENTORY** includes one-on-one coaching to assess your own cultural lens, helping you to understand how your biases might be interpreted, and preparing you to more effectively communicate, work productively, and lead.

FEATURE	ADVANTAGES	BENEFITS
CULTURAL LENS INVENTORY , based on <i>Communicating Through a Global Lens</i> book, identifies cultural awareness and current skill level in cross cultural interactions	<ul style="list-style-type: none"> Available 24/7 online Can be completed within 20 minutes Touches on all major concerns in cross cultural situations 	<ul style="list-style-type: none"> Quick turnaround Practical, easy to comprehend advice Feedback directly addresses key areas of strength and development within a particular cultural setting
Coaching Session delivers feedback and an action plan	<ul style="list-style-type: none"> One-on-one coaching allows for interactive discussion 	<ul style="list-style-type: none"> Learning is immediate Action plan addresses next steps
Live Feedback and Individual Report summarize findings	<ul style="list-style-type: none"> Client can focus on key development areas which provide the most impact in his/her situation 	<ul style="list-style-type: none"> Addresses cultural development areas Leads to a more productive and culturally aware team environment

HOW IT WORKS

- Individual completes Cultural Lens Inventory (self-assessment)
- AIM Certified Coach evaluates the Cultural Lens Inventory and prepares feedback report
- Coach and Client meet for one-on-one coaching session of 30-45 minutes
 - ✓ In-depth discussion of survey's findings
- Client receives Cultural Lens Feedback Report
 - ✓ Identifies key actions around four unique cultural lens stages: Awareness, Adaptation, Interaction, Integration
 - ✓ Provides suggested areas for improvement

HOW DO I GET STARTED?

Contact AIM Strategies® at info@aim-strategies.com or call 718-832-6699 to get started and learn more about our Cultural Lens Inventory and coaching services.



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Fresh Perspective

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Focused on Results



Tel: 718-832-6767
Fax: 718-832-6660
E-mail: info@aim-strategies.com
Web: www.aim-strategies.com