

#### **SYMPOSIUM "EADS Engineering Europe"**

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#### **Intercultural Competencies**



Thorsten Möllmann, Vice President Talent & Executive Management/HR Marketing



**Overview** 

I. Intercultural Competencies



#### What EADS expects....?

- The highest degree of professional excellence / technical and functional qualifications
- Team-working / networking skills
- Management and leadership skills
- Creativity and initiatives: entrepreneurship
- Mobility Continuous individual development
  - ▶ Functional
  - ► Cross-divisional
  - Geographical
- Intercultural awareness and adaptation



...in exchange EADS will provide you with exceptional opportunities



### Competencies

for

**International Managers** 

#### Introduction

- Globalization of the business world continues the trend of organizations utilizing managers for expatriate assignments or to work internationally on a day-to-day basis in transversal multinational teams.
- One of the key contributors to success in today's global organizations is the cross-cultural adaptability of leaders to various environments, people, situations, and different working styles
- Being successful in working internationally in today's global business environment requires
  - A different kind of competencies of managers and leaders
  - A different set of knowledge, skills, abilities and other characteristics
- The following depicts some of the key areas needed to be successful internationally

## What is the knowledge of cross-culturally adaptable leaders?

#### A must for international managers/leaders is:

- ✓ extensive past travel & moving experiences within their own country and internationally
- √ high technical competence in their respective area of expertise
- √ superior knowledge of global business and geopolitics
- ✓ indepth knowledge of various countries, its culture, history, people, systems, etc.
- ✓ excellent knowledge in organizational positioning / political savyness



### What type of personality do cross-culturally adaptable leaders have?

## Cross-cultural adaptable leaders usually have a personality described as:

- ✓ highly extroverted
- √ very open to new experiences
- √ highly conscientious
- √ very agreeable
- √ highly emotionally stable
- √ very humble, modest and respectful
- ✓ authentic
- ✓ Empathetic
- ✓ inclusive and encouraging towards others

## What are the skills and abilities of cross-culturally adaptable leaders?

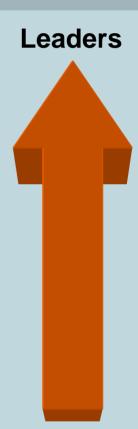
A comprehensive study of international managers has shown that cross-culturally adaptable managers/leaders have:

- ✓ a sophisticated ability to develop and maintain relationships and networks
- ✓ a strong willingness and ability to communicate effectively with anybody anywhere
- ✓ outstanding conflict resolution and perspective taking skills
- ✓ a high tolerance for stress and excellent stress management skills
- ✓ the ability to substitute reinforcement, meaning a repertoire of leisure time activities/favorites to choose from independent from which country they are in…they find « fun things to do »)



# **EADS' Future Leaders: Key Management Competencies**

- International mindset, cultural awareness
- Managing complexy and uncertainty
- People and diversity management
- Team spirit and commitment
- Transparency and openness
- Creativity and innovation
- Entrepreneurial spirit result driven
- High level of technical / professional skills and competencies



**Good Experts / Managers** 





### Thank you for your attention