



**Now first time in Hungary! The best of solutions focus methods for cultural diversity and 21st century productivity: Essential tools for managers and coaches how to make the most of multicultural virtual teams.**

Cultural diversity can be a source of competitive advantage and innovation if used well. Solutions focus can help using cultural diversity and virtual working effectively. Get it all with this unique workshop with Dr Mark McKergow in Budapest, November 17-18.

**Global market place + Instant communication = Multicultural Virtual Working**

This new reality requires us to embrace working with people from many different backgrounds, around the world, in multiple locations, in a world where change is happening all the time. Making the most of ALL your team and ALL the opportunities has never been more important. Research has shown that poorly managed diverse teams do worse than homogenous teams. However, with right management skills building on the powerful and pragmatic Solutions Focus approach, a diverse team can OUTPERFORM homogeneous teams – by USING the diversity and difference to create competitive advantage.

**Professional partner:**



Maria Jicheva is a leading intercultural specialist who has published articles on global leadership and virtual working. She has conducted in-depth research of the cultures in Central and Eastern Europe and has extensive experience in coaching multicultural teams. She served as a president of SIETAR Europa, (The Society for Intercultural, Education, Training and Research). [www.coghillbeery.com](http://www.coghillbeery.com)



Dr Mark McKergow is co-author of the groundbreaking book, *The Solutions Focus - The SIMPLE Way to Positive Change*, rated as one of the Top 30 business books of the year in the USA. He is a driving force in the worldwide move to Solutions Focus – a powerful approach now used by corporations to make progress in the toughest situations. [www.sfwork.com](http://www.sfwork.com)



**Pre-work:** You will learn from our online cultural assessment tool Argonaut

**Day 1**

Looking at culture – from a strengths and solutions perspective  
 Finding your own cultural strengths – and those of your classmates  
 Solutions Focus – powerfully positive conversations that work around the world  
 OSKAR – your framework for building cooperation and progress  
 Building your team action plan – what do I need, what do I get, what works already?  
 The dimensions of culture – task, relationship, face, distance, text, context  
 Building on what works – the international language of progress

**Day 2**

Leveraging your cultural diversity – face to face AND virtually  
 Adapting my style to meet cultural challenges  
 Meeting the challenges of virtual working  
 Circles, space, roles and respect – key elements to build effective virtual working  
 Solution-focused reflecting team – fully utilising the wisdom and intellectual assets of your team  
 Working together with the trainers on your real workplace issues  
 More on your own team action plan

**After the course:** virtual follow-up session

Coordinator: Kira Müller

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