THUNDERBIRD
Najafi Global Mindset Institute

THE PREEMINENT SOURCE FOR THE
SCIENCE AND PRACTICE OF GLOBAL LEADERSHIP

WWW.GLOBALMINDSET.COM
Today, business knows no borders. Supply and demand are international. To keep pace, organizations and leaders must globalize their operations, their talent and their mindsets. Increasingly, managers are expected to work effectively with others from diverse parts of the world. Differing cultures, languages and customs can present challenging circumstances that require careful sensitivity and sensibility. How well business leaders adapt to these complex and dynamic challenges can be the key to success.
Thunderbird’s Najafi Global Mindset Institute offers a full-spectrum approach to defining, measuring and developing an individual’s or organization’s ability to influence people unlike themselves. With our tools, workshops and resources, we can help global leaders strengthen their profile of Global Mindset.

NAJAFI GLOBAL MINDSET INSTITUTE
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What is a Global Mindset?

Global Mindset refers to your ability to relate to, influence and interact with others who are unlike yourself. In an international business environment, a strong understanding of one’s Global Mindset – and how to leverage it – is paramount for positive achievements.

The World of Business Has Globalized. Has Your Mindset?

Business doesn’t always happen in one’s own country. Increasingly, leaders of companies, academic institutions and non-profit agencies are discovering the road to success is international – and often poses complex, dynamic challenges.

These challenges are more easily navigated with a strong Global Mindset.

The Global Mindset Inventory (GMI) is a scientifically validated assessment tool that measures knowledge, skills and abilities in three dimensions: Intellectual Capital, Psychological Capital and Social Capital.

Developed through a rigorous scientific process after years of research, interviews with global executives and collaborative work with distinguished colleagues worldwide, this internet-based survey assesses a global leader’s ability to better influence individuals, groups and organizations unlike themselves.

GMI reports and coaching have helped thousands of global business leaders strengthen their ability to manage effectively in diverse economic, cultural, social, institutional and political environments.

More than 70 Fortune Global 500 companies have used the GMI in talent development programs.

More than 150 GMI Certified Facilitators have been trained to administer the GMI throughout the world.

More than 25 international business schools have used the GMI to track the progress and global leadership readiness of their students.

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*Validated by the Dunnette Group.

Measure and cultivate your aptitude for global success
ABOUT THE GMI

Fewer than 80 questions
Takes under 10 minutes to complete
Available in multiple languages
Developed with participants from 62 countries
Completed by more than 15,000 people

HOW THE GMI WORKS

Self-Assessment
Your Global Mindset score is based on your responses to a series of questions. A personal and confidential GMI report is generated which notes your strengths and areas for improvement in the three capitals and nine competencies that define Global Mindset.

360° Version
The GMI 360° version generates a Global Mindset score based on holistic responses from your peers, supervisors and direct reports. This full-circle approach compares your view of yourself against your immediate team’s responses and averages the grand mean of all who have completed the GMI on your behalf.

GLOBAL MINDSET

Through GMI assessment and coaching, you can:
- Improve your ability to lead a global workforce
- Develop truly global virtual teams
- Enhance global marketing and sales effectiveness
- Learn strategies for global integration, coordination, expansion, social responsibility and sustainability
- Increase effectiveness of cross-functional, cross-cultural virtual teams
- Develop skills for successful cross-border mergers, acquisitions and joint ventures
Individuals with high scores in the area of Intellectual Capital possess:

- Knowledge of the economic/political issues and concerns in major regions of the world
- Strong global business savvy
- The ability to transact business effectively across borders
- The skills to assess the risks of doing business internationally

Participants who score high in the area of Psychological Capital exhibit:

- A passion for diverse individuals and customs
- Interest in exploring other parts of the world
- A desire to challenge oneself to think and act differently
- The ability to thrive in unpredictable and complex environments

People with high levels of Social Capital have an innate ability to:

- Connect emotionally with people from other cultures
- Work effectively and respectfully with diverse teammates
- Bring divergent views together
Your Global Mindset affects your organization’s potential for success

Today’s modern business environment is evolving at record speed and virtually all businesses, both for-profit and non-profit, need a firm understanding of globalization and a strong ability to work in a global context. With millions of dollars at stake, corporations, non-profits and government agencies are turning to the GMI for professional, objective insight that will give their companies a global advantage.

Take your business to the next level with the GMI:

• Identify who is likely to succeed in an international role, avoiding failure and costly turnover rates.
• Determine where development dollars need to be spent in order to prepare high-potentials for global roles.
• Leverage leadership strength for global expansion, integration and sustainability.
• Help senior executives develop more effective global strategies.

Learn more: www.globalmindset.com/corporate

Measure students’ readiness with the Global Mindset Inventory

Business schools around the world have administered the Global Mindset Inventory to their students as a way of measuring their readiness for the international marketplace. The GMI measures which students are better at communicating, doing business with and influencing people unlike themselves.

By giving students the GMI both prior to their academic studies and after completion of their degrees, business schools can scientifically measure their own success in achieving academic goals and tangibly track their institutional learning outcomes assessments.

Learn more: www.globalmindset.com/academic

Be part of the solution: Become a GMI Certified Facilitator

Najafi Global Mindset Institute offers certification training to those interested in administering GMI surveys, debriefing results and developing Global Mindset capabilities in others.

Certification sessions...

• Introduce the concept of Global Mindset and its importance for global leaders and organizations.
• Outline what makes the GMI unique.
• Present the research and science behind the definition, measurement and development of the GMI.
• Familiarize participants with the key terms and meanings of the GMI concepts.
• Train participants to administer the survey, facilitate feedback sessions and present guidelines on how to interpret GMI scores.

Upon completion, participants receive an Award of Certification authorizing them to facilitate GMI feedback sessions for 18 months.

Learn more: www.globalmindset.com/facilitators

Personal development is the first step to professional success

Knowing your Global Mindset score is just the beginning. To truly put this knowledge into action, it is important to understand how your cultural aptitude can be enhanced and cultivated. Thunderbird’s Najafi Global Mindset Institute offers a portfolio of executive education programs and individualized action plans to help managers and organizations do just that.

Our suite of solutions includes:

• One-day “Developing Global Mindset” workshops
• Team-based Global Mindset workshops
• Executive Education programs:
  - Online Executive Certificate in Global Negotiations
  - Communicating & Negotiating with a Global Mindset
  - Leading with a Global Mindset

Learn more: www.globalmindset.com/programs

Develop your global mindset and define your global impact
The Preeminent Source for the Science and Practice of Global Leadership

The need for organizations and business leaders who understand and value the nuances of a global marketplace is more crucial today than ever before. Thunderbird’s Najafi Global Mindset Institute is equipped with the tools and expertise to bridge the leadership gap.

Meet the Director

MANSOUR JAVIDAN, PH.D.
Garvin Distinguished Professor and Director, Najafi Global Mindset Institute
mansour.javidan@thunderbird.edu  |  +1 602 978-7013

Multiple-award-winning executive educator and author whose teaching and research interests span the globe, Dr. Javidan is former Dean of Research at Thunderbird and past president and chairman of the board of GLOBE (Global Leadership and Organizational Behavior Effectiveness), the world-renowned research project on executive performance and leadership. He served as primary editor and writer of the GLOBE book, which won the Society for Industrial and Organizational Psychology’s (SIOP) award competition. Designated an Expert Advisor (Global Leadership) by the World Bank and a Senior Research Fellow by the U.S. Army, Dr. Javidan has designed and taught a variety of executive development programs, offered and facilitated workshops, conducted consulting projects and delivered presentations throughout the world.

Discover where an enhanced Global Mindset can take you.

www.globalmindset.com  |  +1 602 978-7311  |  globalmindset@thunderbird.edu
PUT YOUR GLOBAL MINDSET TO WORK

NAJAFI GLOBAL MINDSET INSTITUTE
1 Global Place  |  Glendale, AZ 85306-6000  |  +1 602 978-7311  |  globalmindset@thunderbird.edu

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