GLOBAL LEADER ASSESSMENT CENTER

A UNIQUE, WORLD-CLASS ASSESSMENT CENTER FOR GLOBAL LEADERSHIP SUCCESS

DIRECTED BY
DR. MANSOUR JAVIDAN, EXECUTIVE DIRECTOR,
NAJAFI GLOBAL MINDSET INSTITUTE
AND GARVIN DISTINGUISHED PROFESSOR

THUNDERBIRD
Najafi Global Mindset Institute
A Unique, World-Class Assessment Center
This is the world’s first assessment center designed specifically with the complexities of global leadership in mind by the preeminent source for global leadership assessment and development, Najafi Global Mindset Institute, which is a center of excellence at the top-ranked school for international business, Thunderbird School of Global Management. The Institute is the pioneer in research and writing on the topic of global leadership and global mindset. Thunderbird is the #1 ranked school of international business, with nearly 70 years of experience in developing leaders with the global mindset, business skills and social responsibility necessary to create real, sustainable value for their organizations, communities and the world.

Purpose
The purpose of the assessment center is to determine how well the participants’ current abilities match those required for a global role and to provide robust developmental feedback to provide the participants with a clear road map on how to leverage their strengths and immediately improve their abilities where needed for their success and that of their organization.

Benefits for Participants
- The most in-depth and rigorous one-to-one feedback available in the market
- Expanded awareness of complexity/ambiguity of global roles
- Strengthened ability to identify, change and sustain new behaviors, based on current research and validation that predict job success
- Expert observations and support from coaches
- Development plans, tools and guides

Benefits for Organizations
- Individual participant reports for continued coaching and development of key employees
- Aggregated reports on the global leadership capabilities of all of their participating employees to help them identify key capabilities and development needs in the organization
- Exclusive and customized assessment centers for an additional fee

Target Participants
Designed for those who have experience:
- In middle to senior management-level positions
- Implementing business strategies
- Influencing and mentoring others
- Collaborating with both internal and external business partners

There is an intentionally diverse range of exercises in the assessment center so that no participant has a significant advantage based on his or her industry.

Expert Development Team
Created under the direction of renowned global leadership expert, Dr. Mansour Javidan, with a team of global leadership experts that included:
- Industrial organizational psychologists
- Global leadership coaches and consultants
- Seasoned global business leaders

Dr. Mansour Javidan
Theoretical Foundation
The foundation of the assessment center design rests on the essential capabilities of global leadership that have been defined in the Global Mindset model. The model was developed through a rigorous scientific research process that began in late 2004 with a group of eight professors at Thunderbird who were working to uncover what distinguishes effective global executives from those who are ineffective. They interviewed 217 global executives in twenty-three cities in Asia, Europe, and the United States, along with 40 experts in various global topics, and more than 30 distinguished scholars in the field of international business. This two-year process identified the elements that make up Global Mindset. The structure of Global Mindset is summarized in the graphic, and a description of each element of the model can be seen at www.globalmindset.com.

Cost
$8000 per participant including lodging and meals for 2 days. Travel expenses are not included.

The Program
Over 2 days, participants will:
• Solve problems
• Make decisions
• Interact with cross-cultural stakeholders
• Coach, mentor and influence others as if they were in a global leadership role
• Participate in engaging and complex simulation exercises that test their abilities

Some examples of simulations include:
• Collaborating with a cross-cultural group of individuals from various functional areas in the organization who all have diverse expertise to launch a new product
• Initiating a potential new collaboration with an external governmental organization that balances the wants and needs of both internal and external constituents
• Coaching and mentoring a more junior employee to prepare for a global role
• Influencing a key supplier from outside the organization who is part of another culture
• Resolving a global supply chain problem
• Dealing with a leadership challenge in a global context

Each simulation exercise is expertly evaluated and scored by our distinguished expert assessment team.

Location
Najafi Global Mindset Institute has built a special purpose facility to conduct the two day program on the campus of Thunderbird School of Global Management in Glendale, Arizona. Organizations may also choose to host exclusive assessment centers for their employees on-site or at a location of their choice.
PUT YOUR GLOBAL MINDSET TO WORK

FOR MORE INFORMATION:

Jennie L. Walker  |  Jennie.Walker@thunderbird.edu

WWW.GLOBALMINDSET.COM