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Developing 'global people' in international teams and partnerships - Presentation and workshop 75 mins –

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Abstract

International teams require 'global people' if they are to be effective, but what does this mean in practical terms? What are the qualities and activities of 'global people' and how do these affect the performance of international teams?

In this presentation followed by workshop, we use case study examples from a large-scale international collaborative programme, the [eChina-UK Programme](#), in order to explore these issues. The programme, which Helen managed, involved staff from a number of British and Chinese universities working collaboratively to develop online teacher training materials.

In the presentation we outline the Global People Intercultural Competency framework – four clusters of competencies that are vital for effective intercultural teamwork – plus a five-stage life cycle model involving key activities at critical stages in the development of an international partnership. These competencies and activities have all been identified on the basis of both extensive research and the eChina-UK members' practical experiences of teamworking.

In the workshop we will take one or two challenges reported in the case at specific stages in the life cycle of an international team, and explore through group work and discussion how best to implement a culturally sensitive solution. We will look at some key areas where the Global Intercultural Competency framework extends and adds value to The International Profiler framework in a team context.

Learning outcomes for participants

- What competencies and areas of activity are important for being 'global people' when working in international teams
- What are the critical stages involved in the life cycle of international teams and partnerships, and how to maximise effectiveness?
- How do the competencies required for working in international teams differ from other international competency sets?

Profiles

Helen Spencer-Oatey is Director of the Centre for Applied Linguistics at the University of Warwick. She has been manager for HEFCE of the eChina-UK Programme since its inception in 2002, and has directed the Global People project. She has worked extensively overseas, including teaching at Shanghai Jiaotong University for 7 years on a British Council project. Her book publications include *Culturally Speaking* (Continuum, 2000/2008), *e-Learning Initiatives in China* (Hong Kong University Press, 2007), *Handbook of Intercultural Communication* (Mouton de Gruyter, 2007) and *Intercultural Interaction* (Palgrave, 2009).

Nigel Ewington is Director of WorldWork Ltd and TCO International Diversity Management. He is part of the Global People team, and the creator of The Global People toolbox. He has lived and worked abroad in such diverse cultures as China, Bulgaria, Finland and Italy, and in the last 20 years has led executive education and consulting projects with over 100 organisations both in the for-profit and not-for-profit sectors. These solutions have included change programmes in major multi-national corporations, facilitation for international teams and coaching for senior managers. He has a special interest in cross-cultural competency, and was co-creator of The International Profiler psychometric.