

An open virtual programme

BEYOND CULTURAL AWARENESS

DEMYSTIFYING THE CONCEPT OF CULTURE

A virtual programme designed to help leaders and managers make sense of cultural differences before they turn into friction, misalignment, or poor decisions.

The programme gives you a clear framework to understand how culture shapes behaviour, expectations, and decision-making at individual, team, and organisational level and how to work with those differences deliberately.

BEYOND CULTURAL AWARENESS

A foundational programme to equip you with the knowledge to better comprehend and navigate the complexities of culture within both national and organisational contexts, enabling you to create a culturally aware work environment.

It includes:



Pre-course survey (10 minutes)



Culture Compass™ (30 minutes)



E-learning master class (90 minutes)



Team Culture Scan (15 minutes)



Live online session (3 hours)

- Module 1 - Understanding Culture, from assumptions to a shared language
- Module 2 - Organisational Culture and Intercultural Management
- Module 3 - The Culture Factor - Culture as a leadership tool



Additional resources

BEYOND CULTURAL AWARENESS

The Beyond Cultural Awareness (BCA) programme helps leaders & managers move past abstract conversations about culture and towards concrete, usable insight.

It explains what culture actually is, how it influences behaviour and decisions, and how leaders can work with it intentionally rather than reactively.

Through a combination of individual learning, diagnostics, and facilitated discussion, the programme translates cultural awareness into shared understanding and practical action.

PRE-WORK

Pre-course e-survey: A short survey to tailor the programme to the participants.

Culture Compass™: A tool to understand your own cultural value preferences and how they shape behaviour and problem-solving.

E-learning master class: An introduction to culture including the 6-D intercultural framework.

Team Culture Scan: A data-driven snapshot of a team's culture, benchmarked against thousands of organisations.

A LIVE ONLINE SESSION (3 HOURS)

During this 3-hour live online session participants will go through:

Module 1 - Understanding Culture, from assumptions to a shared language

This module establishes a clear, practical definition of culture in a business context. Participants learn to recognise where culture impacts decision-making and collaboration.

Outcome: Participants gain a shared language to talk about culture.

Module 2 - Organisational Culture and Intercultural Management

This module explores how national and organisational culture interact, and where they reinforce or contradict each other.

Outcome: Participants examine how these dynamics shape expectations around leadership, communication, decision-making, and collaboration.

Module 3 - The Culture Factor - Culture as a leadership tool

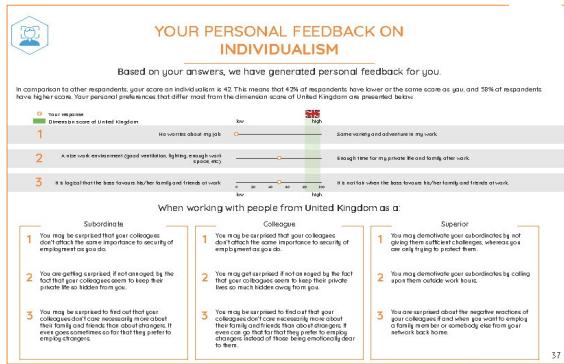
This module introduces The Culture Factor as a practical way to work with culture intentionally. Participants learn how cultural patterns influence performance and how leaders can use cultural insight to make better decisions, align teams, and avoid treating culture as background noise.

Outcome: Participants can use culture as an explicit input to leadership and organisational decisions, rather than reacting to issues once they surface.

AFTER THE SESSION

Supplementary materials for continued application

THE CULTURE COMPASS™



YOUR PERSONAL FEEDBACK ON INDIVIDUALISM

Based on your answers, we have generated personal feedback for you. In comparison to other respondents, your score on individualism is 42. This means that 42% of respondents have lower or the same score as you, and 58% of respondents have higher scores. Your personal preferences that differ most from the dimension score of United Kingdom are presented below.

1 Your responses
2 A safe work environment (good ventilation, lighting, enough work space)
3 It's important that the boss knows his/her family and friends at work

When working with people from United Kingdom as a:

1 You may be surprised that your colleagues don't attach the same importance to security of employment as you do.
2 You are getting a mixed signal as expected by the fact that your colleague seems to keep their private life as their priority.
3 You may be surprised to find out that your colleagues don't care necessarily more about their family and friends than you do. They even go as far as to say that they prefer to employ people instead of their being emotionally close to them.

1 You may be surprised that your colleagues don't attach the same importance to security of employment as you do.
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The Culture Compass™ is a proprietary analytical tool that helps you understand the impact of your own cultural value preferences and behaviour while working with people from selected countries, and recognise how your own background impacts the way you see and resolve problems in the workplace.

E-LEARNING MASTER CLASS



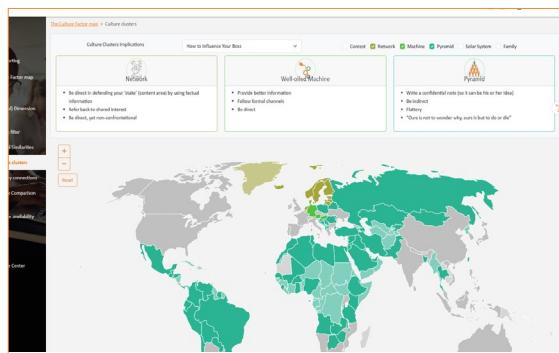
Low PDI

Challenge
Question
Speak Up

The e-learning master class explains how culture influences the way people work, communicate, and make decisions.

It introduces the 6-D model of national Culture, a practical and validated framework for understanding and managing individual and collective behaviour in intercultural contexts.

THE CULTURE PORTAL PLATFORM



The Culture Portal is your one-stop destination to access and manage a wide range of cultural tools, along with additional resources such as actionable insights to support international team management, hands-on data to inform hiring decisions, and content that goes beyond the Country Comparison Tool.

TEAM CULTURE SCAN



A data-driven assessment that gives a snapshot of a team's culture by benchmarking it against thousands of organisations.

Using the Multi-Focus Model™ of Organisational Culture, it reveals where team currently stands on key cultural dimensions and highlights opportunities and pitfalls that influence performance and collaboration.



Go further

DESIGN YOUR SOLUTION

The Beyond Cultural Awareness (BCA) programme is often the starting point. Following the session, we can organise a short follow-up conversation to reflect on insights, priorities, and next steps. Based on this, we can collaboratively design a tailored solution aligned with your context and challenges.

This may take the form of a focused half-day workshop or develop into deeper engagement through in-house programmes and certification pathways, supporting sustained impact at team, organisational, or leadership level.

PRICE

	PARTICIPANT(S) PER SESSION	PRICES PER PERSON
Beyond Cultural Awareness open session	MAX. 10	265€
Beyond Cultural Awareness in-house		<i>Contact us to discuss an inhouse programme</i>

Register today!

To register yourself or members of your team
contact us at sales@theculturefactor.com



OUR EXPERTISE AT YOUR SERVICE

EFFECTIVE CULTURE SOLUTIONS

We take the time to understand your unique challenges and needs. Rather than offering one-size-fits-all services, we believe in co-creation. You become more than just a client; you are a trusted partner. Together, we develop solutions that are tailor-made to resolve your specific cultural challenges.

UNIQUENESS

By weaving National and Organisational Culture into our approach, we offer a holistic viewpoint that transcends standard cultural consultancy. Our bespoke solutions align your organisation's values and practices with the specific cultural environments in which you operate.

FLEXIBILITY

In today's fast-paced world, adaptability is crucial. Our Culture Portal offers real-time access to a treasury of cultural knowledge and data, giving you the flexibility to make informed decisions on the fly.

RELIABILITY

We are firmly grounded in a data-driven approach, transforming abstract cultural insights into tangible, actionable strategies. With us, you're making decisions based on rigorous data, not assumptions.

GLOBAL REACH

With a vast network of consultants and specialists stationed on every continent, we deliver a world of perspectives straight to your doorstep. This extensive global footprint empowers us to offer solutions that are finely tuned to local nuances. At the core of The Culture Factor is an unwavering commitment to customer satisfaction, achieved through global excellence.



The Culture Factor | G R O U P

Consulting | Coaching | Certification | Tooling

Learn more: www.theculturefactor.com
Contact us: sales@theculturefactor.com