

## **Developing a Global Mindset**

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### **Abstract**

Leaders in today's global economy need to understand how to operate and behave in a global market. This paper will look at three key areas identified by the Global Mindset Institute as necessary skills for today's leaders. The paper will also look at my current skill level in the three key areas and opportunities to improve and grow.

### **Developing a Global Mindset**

Developing a global mindset has the potential to be the single most important skill current and future leaders need to develop and practice. Executive Coach Dr. Gary Ranker defines global mindset as the ability to step outside one's base culture and understand there is no universally correct way to do things (Schiller, 2022) Considering that definition a person who has a global mindset does not believe their way is the only way and they are naturally curious. Naturally curious leaders have the ability to be innovative and may be more adaptable to change because they feel they are not bound to certain rules or protocol.

Cultural Intelligence must also be considered when developing a global mindset. According to Harvard Business Review cultural intelligence can be defined as an outsider's seemingly natural ability to interpret someone's unfamiliar and ambiguous gestures that person's compatriots would (Early, Mosakowski, 2004). Certainly, in order to interpret and understand other cultures we must become educated. This might happen through some formal education, observing how others act from different cultures, or engaging with people as a curious learner to understand the customs and practices of different cultures.

As a leader, I believe that developing a global mindset and having cultural intelligence is a journey and not a destination. I need to always remind myself that my past and culture can sometimes create stereotypes towards other cultures and practicing self-awareness is a critical skill for myself. As a leader in a global organization, I must challenge myself to continue to grow my cultural intelligence and global mindset through education and interaction with others to improve my leadership abilities. One way to educate ourselves on developing a global mindset is through education. The Global Mindset Institute through research has identified three areas of capitol for global mindset success (A.J. O'Connor, 2019).

The first is of the three is intellectual capital. This could be best defined as knowledge. What does the manager know about the rules and laws in other countries. How customers act or behave. It is also what the manager is able to do with this information. Is it used to build a plan or identify strengths and weaknesses that need to be addressed? As a leader this is an area I would consider myself to be deficient. I have a strong working knowledge of my company and what are the guidelines I am expected to operate under, but not from a global perspective. There are many opportunities to expand my knowledge with intellectual capital. Reading professional journals on international business that covers customer decisions or regulations. I could take a class on international business as well to help me develop in this area.

Psychological capital describes a leader's curiosity, sense of adventure, and how comfortable they are in working in a global environment. I would consider this an area of strength for myself as a leader. My previous experiences gave me the opportunity to travel and interact with people across the globe. Those experiences taught me the value of appreciating the differences in people and what they can contribute. Value is a mindset I use whenever I interact with people from different countries or cultures exploring what they can contribute.

The third skill is social capital. How do I act or treat others who are not part of my cultural background? How do I communicate with people I may perceive to be different from me? How do I listen and interpret what I am hearing? I believe that growth opportunities for myself in this area is to continue to build on my natural curiosity to learn about others and use active listening skills. When listening today an area that I can work on is removing distractions. My work environment can be filled with email, instant messages, and phone calls. When interacting with others removing communication that is not coming from the people I am dealing

with is extremely important. This will allow me to focus on their message and it shows that I have respect for them and what they are communicating.

Developing cultural intelligence and a global mindset is important not only as a leader but also as a responsible member of society. New methods of communication and travel continue to shrink the world and increase our opportunities for interaction with others from different cultures. We can experience this in our own country or if we are traveling or working abroad. Adopting a global mindset gives us new opportunities to learn and impact those around us in a positive way.

## References

[\[More References examples for your assistance here\]](#)

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