

**LIDER
RYNKU
SZKOLEŃ**

Intercultural Competence

1 – Day Interactive Instructor-led Training

DESCRIPTION

This training program equips participants with the knowledge, skills, and tools to navigate cultural diversity effectively in the workplace. Starting with a foundational understanding of culture, participants will explore cultural models, patterns, and dimensions, gaining insights into how values, communication styles, and behaviors vary across societies. The program addresses perception and bias through the D.I.E. (Describe–Interpret–Evaluate) model, helping participants recognize stereotypes, unconscious biases, and assumptions that can impact workplace interactions. Practical modules on working globally, culture-sensitive communication, and virtual teamwork provide actionable strategies for collaborating with international colleagues and clients, giving feedback across cultures, and enhancing overall cross-cultural effectiveness.

TARGET GROUP

This program is designed for professionals, managers, and teams who regularly interact with colleagues, clients, or partners from different cultural backgrounds. It is especially relevant for employees in multinational organizations, international project teams, or roles that require cross-border collaboration. Individuals seeking to improve communication, reduce misunderstandings, and build stronger professional relationships in multicultural environments will benefit, as will leaders who aim to foster inclusive and culturally aware teams. The program is suitable for both emerging professionals and experienced employees looking to strengthen their global mindset and intercultural effectiveness.

TRAINING PROGRAM

1 Introduction to Culture

- Define culture and explore its visible and invisible elements using the Iceberg and Onion models.
- Introduce Hofstede’s “Software of the Mind” framework to understand shared values and assumptions.
- Examine cultural patterns, variability, and the role culture plays in shaping workplace behavior and decision-making.
- Discuss the importance of cultural awareness for building trust, collaboration, and performance in diverse teams.

2. Cultural Dimensions

- Explore key cultural dimensions including hierarchy, individualism vs. collectivism, communication styles, time orientation, and uncertainty avoidance.
- Complete the Cultural Calculator to create a personal cultural profile and reflect on how it influences workplace interactions.
- Compare personal profiles with selected national or regional cultural norms to highlight similarities and differences.
- Understand how to leverage cultural awareness to enhance collaboration, negotiation, and problem-solving across cultures.

3. Perception, Bias & the D.I.E. Model

- Introduce the Describe–Interpret–Evaluate (D.I.E.) model as a practical tool for understanding cultural interactions objectively.
- Examine common stereotypes, unconscious biases, and generalizations that can impact judgment and behavior.
- Discuss the concept of a Global Mindset and its role in cultivating open-mindedness and cross-cultural agility.

4. Working Globally: Practical Tips

- Identify common challenges in global collaboration, including time zone differences, communication barriers, and varying work norms.
- Learn effective strategies for working with international colleagues and clients, including active listening, clarification, and building rapport.
- Explore key behaviors that support smoother cooperation and reduce misunderstandings in multicultural settings.

5. Culture-Sensitive Communication

- Develop skills for giving and receiving feedback across cultures, considering cultural expectations and communication preferences.
- Understand the impact of verbal and non-verbal communication on intercultural interactions.
- Learn guidelines for Global English usage to ensure clarity and inclusivity.
- Explore best practices for virtual teamwork, maintaining engagement, and ensuring cultural sensitivity in remote settings.

6. Evaluation & Personal Action Planning

- Reflect on key learnings and identify areas for personal and professional growth.
- Create a tailored action plan to implement intercultural competence strategies in daily work.
- Evaluate progress through self-assessment and feedback mechanisms to ensure sustainable development.

COURSE DETAILS

Start dates

TBC

Course fees

TBC

Training time

9:00am – 4:00pm (CEST Warsaw, UCT+2)

Enrolment

ADN offers a variety of training methods including group, online and in-company training.

Online Training

- Access to the MS Teams audio/video platform

In-company training

Tailored training programs designed to meet an organization's specific goals for maximum effectiveness.

The training typically lasts 1 day but it can also be more advanced and run for several days.

Certification

Upon completion of the course, participants receive certificates validating their competencies, enhancing their professional credibility.

TRAINER PROFILE



Radosław Walentynowicz is experienced trainer and coach. He has been delivering programs on relocation, diversity, communication, and cross-cultural management since 2004. With a strong background in supporting top executives during international assignments, he combines deep cultural insight with practical coaching expertise.

With extensive international experience gained from living and working across numerous European countries as well as the United States, he brings a truly global perspective to his work. A Polish national currently based in Poland, he has spent many years coaching Western managers relocating to Poland and other Eastern European countries.

His broad intercultural experience enables him to design and deliver specialized programs such as Working with US Americans, the Dutch, Germans, British, and French. He develops training focused

on cultural awareness, multicultural team building, leadership, and conflict resolution in international teams. Known for his energy and passion, he is also an accomplished facilitator, moderator, and public speaker.

He has collaborated with CEOs and senior leaders from various industries and has supported many managers in their work with Eastern European partners. His particular areas of interest include post-Soviet countries, especially Russia, Ukraine, and Belarus.

He holds an M.A. in Dutch Language and Culture from universities in Poland (Wrocław) and the Netherlands (Utrecht and Tilburg). His master's thesis explored cultural differences between Poles and Dutch based on interviews with Polish expatriates in the Netherlands and Dutch expatriates in Poland.

Delivered training sessions across Europe, North America, and Asia, including Poland, the Netherlands, Belgium, Germany, Denmark, Norway, the UK, the US, Spain, Czech Republic, Slovakia, Hungary, Romania, Serbia, France, Switzerland, Lithuania, Belarus, Ukraine, Russia, and Pakistan.

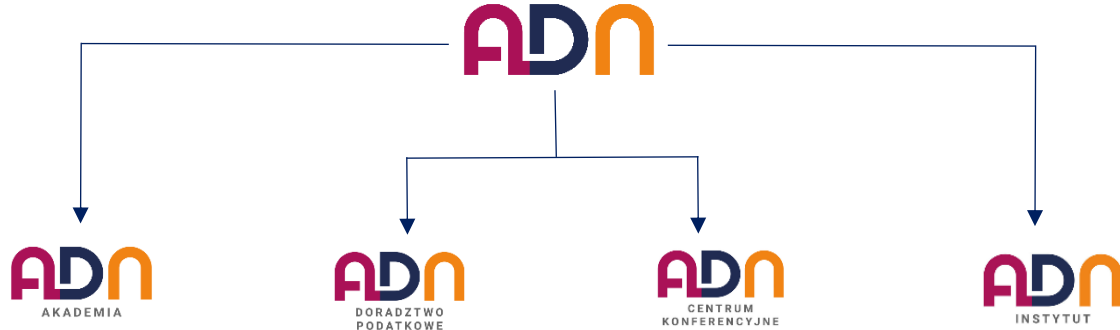
Facilitated seminars for international project teams, focusing on management and leadership development, cross-cultural awareness, and competence building.

Led international and virtual team-building and strategy sessions across the globe.

Supported the UEFA team in organizing the EURO 2012 event, delivering sessions on Polish-Ukrainian cultural cooperation in Warsaw.

ABOUT ADN ACADEMY

OUR BUSINESS STRUCTURE



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PACKAGE OF ADDITIONAL BENEFITS

As part of purchasing in-house training at ADN Academy, you will receive the following complimentary bonuses:

ACCESS TO POST-TRAINING CONSULTATIONS

For 1 month from the date of the in-house training, we offer the opportunity to submit questions to the trainer at: pytania@adnakademia.pl.

Estimated value of the bonus: *A few hundred PLN.*



ADN ACADEMY TRAINING PLATFORM

Each participant will receive six months of free access to the ADN Akademia educational platform. It provides access to over 300 video materials, incl. trainings, workshops, expert debates, and podcasts covering key areas of professional knowledge.

Bonus value: *1.499 PLN net.*



50% DISCOUNT VOUCHER

Your company will receive a voucher entitling you to a 50% discount on a selected 1- or 2-day open training course offered by ADN Akademia (taxes, accounting, finance, industry-specific topics).

Estimated value: *350–900 PLN net.*



THE TOTAL VALUE OF ADDITIONAL BENEFITS IS approx.: 2.500-3.000 PLN net

OUR CLIENTS





Feel free to contact us

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