



Multicultural Leadership and Global Team Skills Advanced Training Course

21 – 25 December 2026
Barcelona

Multicultural Leadership and Global Team Skills Advanced Training Course

Ref: 1341_199099 **Date:** 21 – 25 December 2026 **Location:** Barcelona **Fees:** 5700 Euro

Overview

Multicultural Leadership and Global Team Skills Advanced Training Course is a one-week course for leaders of culturally diverse, distributed, and cross-border teams who leave with a Multicultural Team Leadership Action Plan. Participants examine cultural self-awareness, cultural intelligence, inclusive communication, trust, psychological safety, decision-making, conflict navigation, virtual collaboration, stakeholder adaptation, and ethical leadership. Agile Leaders Training Center presents multicultural leadership as disciplined adaptation in global teams.

Who Should Attend

- Leaders responsible for culturally diverse teams
- Managers responsible for distributed and virtual collaboration
- Project leads responsible for cross-border delivery
- Professionals responsible for inclusive decisions and team trust
- Functions responsible for global stakeholder relationships

The course assumes participants already lead or coordinate people and stakeholders, and it leaves out certification, country-specific employment advice, and guaranteed leadership outcomes.

Departments and Industries

The course supports departments and industries that lead work across cultures, locations, and organizational boundaries.

- Technology, engineering, and professional services
- Energy, manufacturing, and logistics operations
- Public administration and development organizations
- Human resources and organizational development
- Project, program, and regional management functions

Learning Objectives

By the end of this course, participants will be able to:



- Analyze cultural assumptions and leadership preferences
- Apply cultural intelligence to stakeholder interactions
- Use inclusive communication and psychological safety practices
- Evaluate decision and conflict patterns across cultures
- Build trust in virtual and distributed teams
- Create a multicultural team leadership action plan

Course Agenda

Day 1: Cultural Self-Awareness and Intelligence

- Cultural Assumption Reflection Map
- Cultural Intelligence Capability Profile
- Perspective-Taking and Judgment Suspension Method
- Leadership Preference Comparison Matrix
- Cultural Adaptation Planning Canvas

Day 2: Inclusive Communication and Trust

- Inclusive Language and Meaning Checklist
- Communication Context Interpretation Map
- Psychological Safety Discussion Guide
- Cross-Cultural Trust-Building Framework
- Shared Team Norms Charter

Day 3: Decisions and Conflict Navigation

- Inclusive Decision Participation Matrix
- Authority and Consultation Mapping Tool
- Cross-Cultural Conflict Diagnosis Grid
- Interest-Based Dialogue Process
- Ethical Leadership Decision Screen

Day 4: Global and Virtual Collaboration

- Global Virtual Team Operating Model
- Time-Zone and Workflow Coordination Board
- Stakeholder Communication Adaptation Plan
- Distributed Team Clarity Checklist
- Cross-Border Collaboration Review Scorecard



Day 5: Multicultural Leadership Practice

- Exercise: Cultural Assumption and Adaptation Review
- Exercise: Inclusive Communication and Safety Simulation
- Exercise: Decision and Conflict Navigation Scenario
- Exercise: Virtual Team Coordination Challenge
- Capstone Exercise: Multicultural Team Leadership Action Plan

Practical Exercises

The course uses suggested activities drawn from technology, infrastructure, services, manufacturing, and public-sector teams.

- Suggested activity: compare cultural assumptions and select adaptations for a cross-border stakeholder meeting.
- Suggested activity: facilitate an inclusive conversation that tests clarity, voice, trust, and psychological safety.
- Suggested activity: diagnose a multicultural conflict and select a decision and dialogue pathway.
- Suggested activity: build an operating plan for a distributed team working across locations and time zones.

FAQs

What is multicultural leadership?

Multicultural leadership is the practice of adapting communication, decisions, relationships, and team systems so people with different cultural experiences can contribute to shared work.

Who suits multicultural leadership training, and what does it assume?

Multicultural leadership training suits people who already lead, coordinate, or influence culturally diverse, distributed, or cross-border teams and need advanced tools for adaptation and collaboration.

How does multicultural leadership training differ from general leadership training?

Multicultural leadership training concentrates on cultural assumptions, inclusive communication, psychological safety, cross-cultural conflict, stakeholder adaptation, and distributed teamwork, while general leadership training addresses broader management responsibilities.

How does cultural intelligence support global teams?

Cultural intelligence supports global teams by helping leaders examine assumptions, take perspectives, suspend premature judgments, and adapt behavior while maintaining clear goals and shared standards.



Conclusion

The course integrates cultural self-awareness, cultural intelligence, inclusive communication, trust, psychological safety, decisions, conflict navigation, virtual collaboration, stakeholder adaptation, and ethical leadership. Participants take back a Multicultural Team Leadership Action Plan with team norms, communication practices, decision pathways, and coordination actions. The plan changes how leaders adapt behavior and organize collaboration across cultures.