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The Process of Executive Team Development by [Deborah](#)

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The process of Executive Team Building is not just simply a training, rather it is all about communicating. The effective team development programs help & encourage corporate team building. This can be achieved by channelizing a clear message to the team that the business considers every person seriously just as valuable individuals that make potential contributions to the business.

Sometimes, there are instances when you feel that all members of your team are not pulling in the same direction! When you feel that some have different values from yours back at HQ or you feel, in your heart of hearts, that you aren't maximizing your international business prospects because of a lack of cross-cultural communications finesse. Today's global economic climate is dictating more than ever that business decisions will be based as much on the quality of the product and service promised as by the people element of the business. This is where a need for an effective Executive team building training is required.

Executive Team development is optimized when seen as a source of achieving potential business results. In a successful small business, training is carried on by keeping the organizational structure of the business. It is referred to as part of the leadership skills development culture accomplishing strategic objectives and goals.

In general, a business coaching program works well in business culture if the program concentrates on the people involved in the business. Coaching can be defined as a practice which focuses on the significance of interpersonal relationships in accomplishing a business job. It needs all the participants to be willing to learn the aspects communicated during the training.

By working with executive teams and their members individually (as required), a Intercultural communication specialist or leader works to identify and rectify blockages, build empathy between members of staff of different nationalities and from different cultural backgrounds, overcome cross-cultural problems/misunderstandings. Thereby, creating a strong set of shared values. The keynote speaker cum leader helps to develop personal attributes like:

- Curiosity about other cultures
- Acceptance that there are other people of different backgrounds equal to yours.
- Tolerance of ambiguity when you are not sure of the outcome or the communication flow
- Flexibility in looking for alternative solutions to provide a win-win solution to disagreement
- Empathy in being able to see a situation from the other person's point of view
- Ability to adapt your use of language to the level of the other person and to develop strategies to improve essential fluency

In addition, this kind of proposed training on cultural diversity also aids in getting more out of meetings, making team presentations that work, and in engaging and motivating your key staff.

The experts on intercultural communication are proficient to undertake an objective analysis of individual and/or a company's culture and communication style. This in turn aids to:

- sharpen your internal and external communications
- share knowledge and expertise
- market your products/services more effectively
- communicate better with the "local"™ community
- win more business

In a nutshell, Executive Team Development can be seen as a ideal process involving important aspects of communication, formatting & channelizing the right message to the employees, consolidating the strengths of the team and last , but not the least portraying a lively company persona before the clients & vendors. You can see more notes on Executive Team development by Deborah Swallow who is an international seminar leader on Intercultural Communication @ [www.deborahswallow.com/services/executive-team-development/](http://www.deborahswallow.com/services/executive-team-development/) .

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For last fifteen years, Deborah Swallow worked in over thirty countries addressing the complexities of people working internationally across multiple cultures . You can see more notes on a [Executive Team development](#) by Deborah Swallow who is an international seminar leader on Intercultural Communication.

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