

Cultural Agility Building A Pipeline Of Successful Global Professionals

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This framework sets the foundation for the strategic talent management practices organizations need to effectively build a pipeline of culturally agile professionals, such as how to attract, recruit, and select professionals with cultural agility or those with the greatest propensity to readily develop cultural agility. Cultural Agility also provides guidance for creating organizational cultures and HR systems to support the development of a workforce that is culturally agile.

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the cultural agility construct discussed within the greater context of the international human resource supply chain, with more recognition of the constraints that I-O psychologists and HR...

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More than ever before, organizations need a pipeline of professionals who possess cultural agility, the ability to quickly, comfortably, and successfully work in cross-cultural and international environments.

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An essential component of cultural agility is the capacity to build strong collegial networks across cultures and countries, as well as the ability to learn from others in social interactions. Cultural curiosity. Having a complex and deep understanding of other cultures contributes substantially to cultural agility.

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She is a Professor in the Human Resource Management Department at Rutgers University and was the Director of the Center for Human Resource Strategy from 2001 until 2010. She is author of Cultural Agility: Building a Pipeline of Successful Global Professionals.

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"Cultural Agility masterfully illustrates the complex cognitive blend of intrapersonal and interpersonal competencies needed to navigate successfully in cross-cultural contexts. From an overview of the requisite personality traits and skills, to recruiting and selection approaches, to development and training strategies, this work is an invaluable guide for organizational leaders whose success depends on intercultural competence."

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Dr. Paula Caligiuri, author of Cultural Agility: Building a Pipeline of Successful Global Professionals, discusses three competencies that predict success in other cultures. She also discusses a unique program for high-potential employees to gain cultural agility and leadership skills necessary to grow, innovate and create competitive advantage in our global economy.

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Named as one of the most prolific authors in international business for her work in the areas of expatriate management, global leadership development, and cultural agility, Caligiuri has authored or co-authored several articles and books - including Cultural Agility: Building a Pipeline of Successful Global Professionals.

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