

CROSS-CULTURAL LEADERSHIP



Learn the know-how and skills needed to effectively create and lead cross-cultural teams and organisations through self-reflection exercises and interactive simulation activities.

CBS EXECUTIVE SUMMER SCHOOL 2025

CENTRAL THEMES

- Cultural understanding
- Inclusive leadership
- Cross-cultural dynamics
- Diverse workforce
- Sustainable Leadership
- Active allyship

CBS Executive reserves the right to make changes



COURSE LEADER



Poornima Luthra
Associate Professor
at Department of
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Dr. Poornima Luthra is the author of *Leading Through Bias* (2023), *The Art of Active Allyship* (2022), and *Diversifying Diversity* (2021), and the author of the HBR articles 'Do your global teams see DEI as an American issue?' and '7 ways to practice active allyship', and a Tedx speaker.

She is Associate Professor at the Copenhagen Business School and the founder and CEO of TalentED Consultancy ApS. Poornima's work in DEI focuses on expanding the dimensions of diversity we address with an emphasis on intersectionality, empowering individuals to be active allies of inclusion and enabling inclusive leadership. Over the years, Poornima has worked with well-known organisations across various industries and geographical contexts. These include Lego, Carlsberg, Novo Nordisk, Reckitt, KPMG, FedEx, Deloitte, McCormick, Ørsted, L'Oreal, Amazon Web Services, Danske Bank, Medicines sans Frontiers (Doctors without Borders) amongst many others.

Poornima has been recognised as one of the world's 30 up-and-coming thinkers whose ideas will make an important impact on management thinking in the future by the prestigious Thinkers50. Her book 'The Art of Active Allyship' was named one of the 10 best management books of 2023 by Thinkers50.

She is currently writing her fourth book in the DEI space titled 'Can I Say That: Your Go-To Guide for Diversity, Equity and Inclusion' which will be published by Pearson Business in 2025.

CROSS-CULTURAL LEADERSHIP

INTRODUCTION

Discover the behaviors and tools to lead an inclusive and culturally diverse workplace where everyone thrives.

Increasingly, today's organizations are operating in a diversified and cross-cultural environment. With growing talent and skill shortages across industries and countries, attracting and leading a culturally diverse workforce has become a competitive advantage.

CONTENT

Navigating in a constantly evolving world involves making strategic decisions to develop effective ways of working, ultimately leading your organization to success. Gain the skills to be an inclusive leader in a cross-cultural environment who creates a work culture where you inspire and support employees across different cultural backgrounds. Create an atmosphere that embraces diversity so that every person in the organization experience respect, value, and inclusion.

Leaders in all sectors and HR professionals will most certainly have to confront new challenges to support their people from various cultural backgrounds while growing their businesses. Managers and leaders increasingly face workforces with diverse backgrounds and cultures challenging their biases and behaviors.

Rich with real-life examples and applicable storytelling, the course explores the topic of cross-cultural leadership, active allyship and addressing bias in your leader-

ship and organization. Through this exploration, you will gain actionable tools and behaviors enabling you to nurture inclusive relationships and create an environment where diverse ideas, perspectives and values drive growth.

You will be exposed to several core themes around cross-cultural diversity and people leadership to answer the following questions:

- How can you drive business value from cross-cultural diversity and inclusion?
- How do you create environments that unlock potential rather than conforming to biases of the past?
- And how can you help your people thrive and grow in cross-cultural contexts?

KEY BENEFITS

- Tools to take concrete steps towards a cross-culturally inclusive workplace
- Awareness, understanding and skills to work with your leadership biases
- Addressing structure, culture, and practices through inclusive leadership
- Explore the topics of inclusive leadership and the role of leaders in addressing bias within a global context
- Practice active allyship to lead effectively in cross-cultural environments.

PARTICIPANT PROFILE

Leaders and/or HR profiles, who want to develop their people as well as their organization.



TESTIMONIALS

"It was a really great course! Lots of examples, lots of content and real-life cases, all backed up with sound theory and research! The facilitators were delivering all this in an excellent way! I was just genuinely enjoying this learning experience."

METTE MARIE VAD KARSTEN, MANAGER, SOCIAL SCIENCE & NEW TALENTS, DANISH INSTITUTE OF FIRE AND SECURITY TECHNOLOGY

"It was a great course with a good blend of lectures, case work and presentations. Many great learnings and input for implementation in own organizations."

CHRISTINA BILLINGTON, DIRECTOR AND HEAD OF PEOPLE EXPERIENCE, HALDOR TOPSOE A/S

PRACTICAL INFORMATION

TEACHING STYLE

Teaching is a unique blend of research-based interactive teaching using group work, lectures, and discussions. Participants are expected to participate actively in class and with their peers. All teaching is in English.

PREPARATION

Before the start of the course, participants will get access to the course web portal, where relevant articles, material, assignments, and case studies will be found. The material is in English.

ABOUT CBS EXECUTIVE SUMMER SCHOOL

Every summer CBS Executive Summer School offers several intensive courses covering both traditional and cutting-edge business school subjects. The courses run over 2-5 days with research-based theory being converted into practical tools and methods.

Focus is on active participation, dialogue and sparring with the other participants, as well as on inspiration and perspectivation from highly engaging faculty, teaching at a high academic level. No examination will take place.

A typical participant is an experienced employee with a medium or long secondary education. Participants are typically managers, leaders or specialists across all professions and will be able to include and process own professional challenges and experiences throughout the course.

DATES

18 - 20 August 2025,
daily 09:00 - approx. 16:30

VENUE

Copenhagen Business School - Frederiksberg

CERTIFICATE

A digital certificate is issued after the course, given active participation all days

TUITION FEE

DKK 18.000 (excl. Danish VAT: 25%).
Includes all expenses associated with the course apart from accomodation and transport

REGISTRATION

Deadline for registration 1 June 2025
Signup at sommerskole.dk

CONTACT INFORMATION

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