

INTERCULTURAL DEVELOPMENT INVENTORY (IDI)

BUSINESS OPPORTUNITY

Intercultural competence has become essential to achieving superior business results. In addition to impacting everything from product development to sales, intercultural competence has been identified as a critical factor in the recruitment and retention of diverse talent. To achieve and exceed desired business outcomes it is essential to create an inclusive culture where leaders and team members have the capability to shift their cultural perspective and adapt behaviors as they engage across lines of difference. If the goal is to create an opportunity for every employee to deliver their best work, to feel valued as the organization realizes their value, intercultural competence is a key driver.

DESCRIPTION

To develop intercultural competence, the first critical step is cultural self-awareness. The Intercultural Development Inventory (IDI) is a 50-item questionnaire, available online, that can be completed in 15–20 minutes. In addition, the IDI includes contexting questions that allow respondents to describe their intercultural experiences in terms of (a) their cross-cultural goals, (b) the challenges that they face navigating cultural differences, (c) critical (intercultural) incidents that they face when they encounter cultural differences and (d) the ways they navigate those cultural differences. After completion of the IDI, responses are analyzed and delivered through 1:1 feedback sessions during which participants begin the development of their development plan. The Kaleidoscope Group supports both individuals and organizations in the development and execution of their plans through experiences that are as customizable – Clients may utilize 1 on 1 coaching, group feedback sessions, or strategy sessions for the development of broader Diversity & Inclusion initiatives, to name a few examples – as our clients' needs are specific.

UNIQUE ATTRIBUTES:

The IDI provides extensive insights on both individual and group levels of intercultural competence. The developmental assessment allows individuals, teams and groups to focus on increasing their intercultural competence through a guided Individual Development Process (IDP) facilitated through cooperative conversations and actions directed toward growth and development.



DELIVERY METHOD:

- 1:1 Feedback Sessions
- 1:1 Coaching
- Group Feedback Sessions

TARGET AUDIENCE:

- Executives
- HR Practitioners
- D&I Practitioners
- Directors/Managers

PREREQUISITES:

- None

OUTCOMES

- The individual/team's ability to perform tasks will be enhanced (improved task performance)
- The individual/team's ability to exchange and understand communications will increase (improved overall communications)



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INTERCULTURAL DEVELOPMENT INVENTORY (IDI)

OPTION 1: IDI-IDP DEVELOPMENT SUPPORT & COACHING

Step 1:

Complete the inventory (establishes a baseline)

Step 2:

One-on-one IDI Feedback Session & Deliver IDP
(focused on moving from I stage to next)
Homework: Draft IDP development goals/Business Goals

Step 3:

Three scheduled coaching calls
(2 with planned agenda, 1 with open agenda)

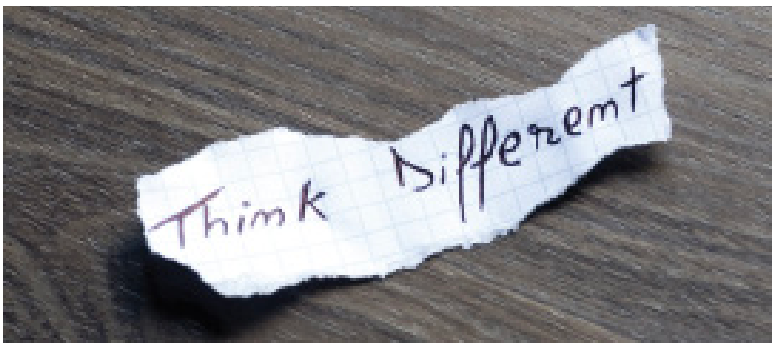
Step 4:

Optional Capstone

- Agenda #1 – finalize the IDP (Reflection & Review Session)
- Agenda #2 – check and adjust
- Open Agenda
- Final Coaching call with a Kaleidoscope Group Senior Consultant (IDI Qualified Administrators)

Step 5:

Measure of Success - 1 year redo IDI to measure progress



CONTACT INFORMATION

O: 312.274.9000

E: info@kgdiversity.com

OPTION 2: IDI-IDP DEVELOPMENT SUPPORT

Step 1:

Complete the inventory

Step 2:

One-on-one IDI Feedback Session & Deliver IDP
(focused on moving from I stage to next)
Homework: Draft IDP development goals/Business Goals

Step 3:

One-on-one IDI Development Support

- Finalize IDP

OPTION 3: IDI-IDP SELF DIRECTED

Step 1:

Complete the inventory

Step 2:

One-on-one IDI feedback session & IDI IDP
(focused on moving from I stage to next)
Homework: Draft IDI development goals/Business

Step 3:

Independently finalize and execute the IDI development goals, Business Goals



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