

Initial findings on intercultural competence research in Singapore

In the lead up to the ASTD-STADA Asia Pacific Conference, conference delegates were invited to respond to a Research Survey, measuring their intercultural competence and eliciting the dilemmas they face as professionals in the multicultural workplace.

The findings of the survey, a collaboration between STADA, Trompenaars Hampden-Turner Consulting and Temasek Polytechnic Centre for TransCultural Studies, are still preliminary as the three parties hope to extend the research after the conference by way of reaching out to a bigger pool of business professionals who did not attend the conference.

The initial findings of the survey proved to be entirely consistent and convergent with the cultural knowledge from the Trompenaars Hampden-Turner databases, validating once again that all managers and leaders face similar dilemmas across the world, but it is how we approach them that makes us different as we all have different starting points. In addition, the Singaporean responses to the survey proved a high score on respect and reconciliation, though there was room to develop recognition and acceptance.

Dr. Fons Trompenaars, keynote speaker said "The message we would really like to get across at the conference is that in order to strengthen and develop the sustainability of Asian Pacific economies and equip people with a global mindset, education, training and development policies need to focus on integrating skill and knowledge training on the one hand *with* behavioral training to apply this knowledge on the other hand."

In order to complete the survey and receive your own intercultural competence profile, go to www.thtconsulting.com/asia and fill in the password provided to you by Fons Trompenaars.

Based on these initial findings, Dr Trompenaars has outlined some additional suggestions for Human capital development professionals in Singapore going forward:

- Continue to develop intercultural awareness
- Create cross-gender teams when going global
- Leverage the vast experience of senior people when going global