

DR. ROBIN JOHNSON

Multidimensional Leadership Development

Speaker ~ Facilitator ~ Program Designer

CULTURAL COMPETENCE WORKSHOP

Dr. Robin's view of culture, and the need for cultural competence, is broad. Culture includes aspects of individual identity, visible and invisible social identity tied to relevant demographics, organizational roles, and cultural values - gender, race-ethnicity, generation, LGBT orientation, religion, organizational focus, etc. Specific topics are tailored to the aspects of culture most relevant to your organization and industry. Cultural competence does not require you to know all the detailed content about every aspect of identity and culture. Cultural Competence is your attitude - thoughts, feelings & behaviors - towards cultural similarities and differences. To be culturally competent you need only be interested in people from other cultures, be sensitive enough to notice cultural differences, and be willing to modify your thoughts and behaviors as an indication of respect for people from other cultures.



Cultural Competence is a process. It starts with **Motivation** for intercultural interaction, followed by **Knowledge** about other cultures, then effective **Strategies** for intercultural engagement and **Behavioral Adaptation** during intercultural interactions. The workshop can include social identity strategies, cultural communication/conflict styles, Ouch! Silence-Stereotypes videos, Gamma Multicultural Team interaction video case, Gender-Culture communications & interactions, Bafa Bafa simulations, and/or Organization mission assessment. By the end of the cultural competence workshop participants will have

- ✓ increased their cultural awareness of self and others;
- ✓ improved their ability to bridge culture-based communication gaps; and
- ✓ be encouraged to bridge commonalities while being inclusive with differences.

Dr. Johnson works with people from the health care, entertainment, financial services, education, and non-profit sectors.

Dr. Robin brings COMPASSIONATE CLARITY to her work; Compassionate because of her deep understanding from her own life experience and education, her strong soft skills, and her commitment to inclusion; Clarity by grounding the relational skills she teaches in research that results in effectiveness and engagement. At the end of an interactive keynote, workshop, or program with Dr. Robin, participants report they have had a transformational experience - and that they intend to use their new insights to be more effective people managers.

Robin Denise Johnson earned her doctorate in Organizational Behavior at Harvard. She wrote an award-winning dissertation on diversity, work-life balance and empowerment. Her other degrees are in International Relations, World History, and Psychology. She integrates her research-education with her professional experience in her multicultural leadership development programs. She is a keynote speaker, executive educator, business school faculty, author and coach - working with people- managers and leaders



in major corporations, non-profits, and academia. She continues to work with UCLA-Anderson and UVA-Darden, and is a visiting professor with Oz-U in Istanbul. Prior to graduate school she worked overseas in international finance with Chase, McDonald's, and Lloyds. As part of her work-life balance she is a dancer, developer of Cardio-Tribal Style dance, director-choreographer of Zaltana, and a founder of the Desert Dance Collective in southern California.

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Dr. Robin Johnson brings truly extraordinary creativity, brilliance and caring to her leadership development programs. She offers fresh insight and support to anyone - from the seasoned veteran to the novice - who wants to be a more effective leader in our multicultural world.

Connie Gersick



PROGRAMS & RETREATS

Dr. Johnson designs programs, tailors management retreats, and delivers professional development workshops on a range of topics that help managers develop the people-relationship skills they need to lead the multi-dimensional workforce.

DANCE OF LEADERSHIP

EMPOWERED LEADERSHIP: AUTHORITY, COMPETENCE & TRUST

CAREER BY DESIGN

CULTURAL COMPETENCE

MULTICULTURAL TEAMS

SIX SECRET SOFT SKILLS (EFFECTIVE LEADERS NEED)

DECODING AND STRATEGICALLY USING ASSESSMENTS

The Birkman Method: MBTI: & Lominger VOICES 360 Feedback

Imagine feeling empowered, clear about your skills and abilities, and sure about the meaningful contribution you are making through your work. Dr. Robin helps make that feeling a reality. Her keynotes, programs and retreat facilitations engage you and others from diverse backgrounds to discover ways to collaborate so the team succeeds. She helps you understand how to mix and match your people's talents, skills, knowledge, and experiences so that you face challenges and solve organizational problems. Together! Her inclusive results-oriented approach to leadership development, team building, and career management provide the skills you need to attract, retain, and engage the multi-dimensional workforce.



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