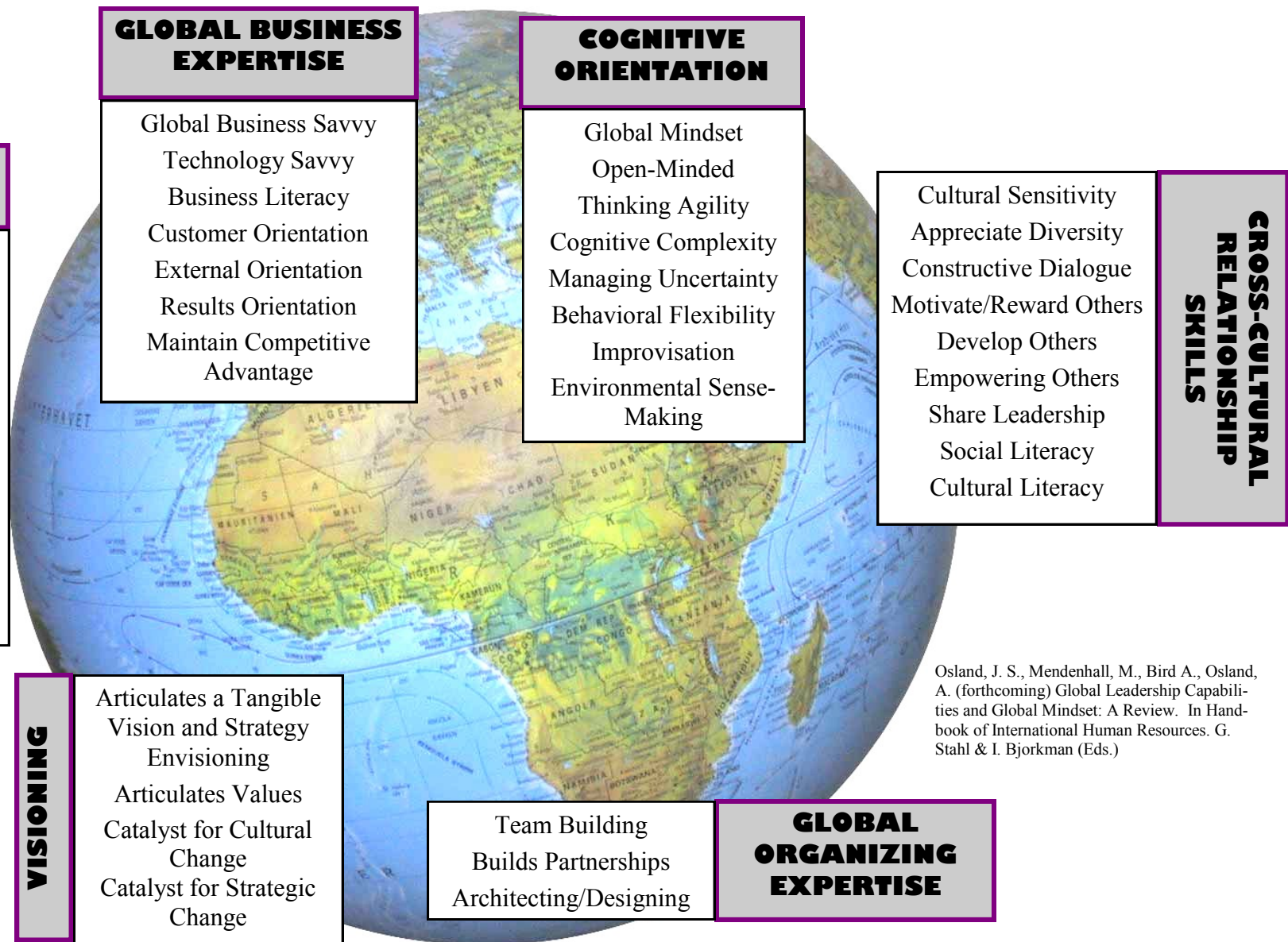


Dimensions of GLOBAL LEADERSHIP



TRAITS and VALUES

Inquisitive/Curious
 Resourceful
 Optimistic
 Integrity
 Energetic
 Emotional Intelligence
 Resilience to Stress
 Tenacious
 Stable Personal Life
 Life Balance
 Personal Literacy

GLOBAL BUSINESS EXPERTISE

Global Business Savvy
 Technology Savvy
 Business Literacy
 Customer Orientation
 External Orientation
 Results Orientation
 Maintain Competitive Advantage

COGNITIVE ORIENTATION

Global Mindset
 Open-Minded
 Thinking Agility
 Cognitive Complexity
 Managing Uncertainty
 Behavioral Flexibility
 Improvisation
 Environmental Sense-Making

CROSS-CULTURAL RELATIONSHIP SKILLS

Cultural Sensitivity
 Appreciate Diversity
 Constructive Dialogue
 Motivate/Reward Others
 Develop Others
 Empowering Others
 Share Leadership
 Social Literacy
 Cultural Literacy

VISIONING

Articulates a Tangible Vision and Strategy
 Envisioning
 Articulates Values
 Catalyst for Cultural Change
 Catalyst for Strategic Change

Team Building
 Builds Partnerships
 Architecting/Designing

GLOBAL ORGANIZING EXPERTISE

Osland, J. S., Mendenhall, M., Bird A., Osland, A. (forthcoming) Global Leadership Capabilities and Global Mindset: A Review. In Handbook of International Human Resources. G. Stahl & I. Bjorkman (Eds.)