



Global Leadership Effectiveness: An Interactive Workshop in Developing Strategies That Work for You and Your Clients

Presenters: Dr. Deborah J. Pembleton & Dr. Karen J. Lokkesmoe

Why do good leaders fail in global contexts? What is it that makes one leader effective at home and ineffective globally? What are the global competencies a leader needs to develop the dexterity and wisdom to meet increasingly global demands? And, how do you provide training and development to foster those competencies? In this session, we will explore global leadership and global competency models outlining core competencies as well as engaging in activities whereby participants can identify strategies for their own global competency development or that of their clients and trainees.

The session will begin with participants sharing their understanding of global leadership competencies and a comparison to some of the prevailing GL models. These models will then be detailed more fully by the presenters highlighting where there are similarities and differences. Attention will also be paid to issues of power and privilege and how they may be manifest in the frameworks themselves as well as how they are expressed in their application. Global leadership case studies will be utilized to analyze the models and their utility.

Finally, participants will identify challenges they (or their clients or trainees) have encountered in leading in global contexts. In small groups they will have an opportunity to discuss potential strategies for overcoming these challenges based on suggested practices as adapted from the models and experience. Groups will report back a summary of their discussions and a recap of the session will conclude the workshop. Small group reports and session wrap up will be shared with participants along with a list of resources.

About the Presenters



Dr. Deborah J. Pembleton is an Associate Professor in the Global Business Leadership Department and Director of the Asian Studies Program at the College of St. Benedict / St. John's University (CSBSJU) in central Minnesota. She holds a Ph.D. in Comparative International Development Education with an emphasis on global leadership from the University of Minnesota, an MBA from St. Louis University, and a Bachelor of Arts degree from the University of Notre Dame. She has taught graduate and undergraduate courses in human resources, organizational behavior, management strategy and intercultural communication, all from an international perspective. She has been actively involved international, intercultural, and interdisciplinary activities, and she is an IDI qualified administrator.



Prior to her academic career, Dr. Pembleton held various positions at IBM Corporation and 3M Company where she developed marketing strategies and sales training programs. Her strengths lie in her ability to build relationships and drive business strategies that enable business outcomes across cultures. Her professional affiliations include membership in the Academy of Management and the Management Organizational Behavior Society.

She has recently been appointed to the CSBSJU Institution-wide Diversity, Equity, Inclusion and Justice (DEIJ) Committee which is designed to provide input to the institution's DEIJ strategy. She has a passion for mentoring students and highly encourages students to become comfortable with being uncomfortable. She has led students on study abroad trips to Thailand and China and she is a recipient of the ASIANetwork Faculty Enhancement Program Fellowship during which she conducted research in China and India.



Dr Karen J. Lokkesmoe's passion and professional expertise are in the intersection of leadership development and intercultural competence. She holds a Ph.D. in Comparative International Development Education with a focus on global leadership development from University of Minnesota and a Master of Public Affairs from the Humphrey School of Public Affairs. She has taught graduate and undergraduate classes in leadership, global leadership, and public policy since 2001. In addition, she developed and delivered international leadership exchange programming for more than ten years and has taught, advised, and supported more than 180 international students and scholars in degree seeking and professional development programs.

Her research specialization is qualitative research. She has worked with surveys, case studies, ethnographies, and grounded theory while also conducting large-scale evaluation studies internationally. She explored concepts of global leadership and effective strategies for building global leadership competencies to include a developing country perspective. Her particular interest is how one builds leadership capacity for those working in global or culturally diverse settings. She was one of the founding members of SIETAR Minnesota and currently serves on the SIETAR USA Board of Directors.

Dr. Lokkesmoe is certified as a qualified administrator of three leading intercultural and global leadership assessment tools and has delivered qualifying seminars for the IDI and IES. She has conducted intercultural and leadership development trainings and programs for people from over 80 countries. She has lived in four countries, is trilingual, and has traveled to 65 countries. She continues her work with international leaders and currently splits her time between Minnesota and Oslo, Norway.