

Make Globalisation work for You

In my previous blog post I spoke about Owing your Ethnicity.

The political world makes it feel like the world is getting smaller, but this isn't reflected in the professional world. Business is global, trade continues to be cross-country and international experience continue to be in demand.

When I was on that leadership course mentioned in my last blog, India was at the beginning of becoming the centre of back-office operations. My fear of entering this course was that due to my ethnicity people would only see me as a back-office operations person and push me into those roles, rather than the client facing work I was doing. That I would "lumped" with more service roles rather than leading and creating work due to cultural stereotyping.

I won't lie, there were elements of that. During that time, there was a subtle shift in attitudes to Indians in professional services. Bias was certainly on the rise, being given the more grunt roles or being asked to be the face-off between the countries. I was then asked to go out to India to help launch the first of my then organisations shared service centres. It was an eye-opening experience for me in many ways. I had gone into the project incredibly sceptical. What I found was a project that was incredibly enhanced by our shared cultures. Meetings were a lot more productive as I was able to translate requirements in ways that were clear, pick-up nuanced communications and body language, and also immediately create a sense of rapport. This was the project that after many many years of trying to fit in, my differences made a hugely positive impact. By owning my ethnicity I was able to work more globally and gain and create more opportunities for myself. Understanding more than one culture was something that made me stand out.

After that project I took the opportunities to work more globally, gain experiences that I would never have got or been given if I'd stayed in the UK. I became more comfortable with my ethnicity and that then opened opportunities to work with a whole array of people, experiences that have been incredibly additive to my career progression and life.

Get in touch to find out how LoGho Executive Coaching can help you utilise your inherent differences to work for you.

Own your Brand!