

*Global Leadership Success through Emotional and Cultural Intelligences*

**A summary of the article: Global Leadership Success through Emotional and  
Cultural Intelligences**

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The world is in a turmoil of changes and constantly experiencing socio-cultural challenges; the world's economy fluctuates as countries don't find common business grounds, with events such as the war in Syria, the economic war between China and US and the global pandemic of Covid-19, the world is aiming for strong global leaders to bring stability and peace throughout the regions and bring unity in a very diverse world. We find ourselves constantly in the quest for such great leaders, there are methods like democracy which brings balance between the power of the people and the power of one leader, to invest in strengthen emotional and cultural intelligences will help to supply the need of trustworthy, empathetic and charismatic leaders which are in demand.

An article by Ilan Alon and James Higgins named *Global Leadership Success through Emotional and Cultural Intelligences*, explore the fact that in order to be a successful global leader these two aspects of leadership should matter and be relevant at the time of lead a global business or organization. Culturally attuned and emotionally sensitive global leaders need to be developed, this leaders need to respond to the particular foreign environments of different countries and different interpersonal work situations. These intelligences are relevant to the development of successful global leaders. Leaders are often very intelligent individuals that think outside the box and lead the way with theirs ideas and convictions, but we traditionally measure that intelligence by IQ, but cultural and emotional intelligences provide a framework for better understanding cross-cultural leadership and help clarify possible adaptations that need to be implemented in leadership development programs of multinational firms.

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When referring to Emotional Intelligence (EQ), one of the difficulties is changing emotional behavior from the dozens of emotional responses humans' experience. While there can be a high level of agreement within a country or specific national subculture regarding the meaning of commonly accepted emotions, many emotions and their cues (both non-verbal and verbal) do not readily translate across the borders. EQ is crucial to success in both work and life in general; it is a part of the biological, evolutionary importance of emotions in human beings. To be successful in any interpersonal activity, one must be aware of one's emotions and be able to management, just as one must be aware of the emotions of other and be able to manage any interaction.

When developing global leaders Cultural Intelligence (CQ), bridges the gap in transferring emotional intelligence to other nations/cultures; increasing globalization across most industries has prompted observers to pay attention to the augmenting cultural intelligence in workers. In order for top managers to lead their organizations in the 21<sup>st</sup> century, they need to understand the regional and ethnic cultural diversity of their working environments and the cross-cultural community of workers around the world. Experiential learning is needed to form behavioral patterns which support cultural intelligence. On a small scale, corporate trainers can use international culture experiential learning tools which allow the trainee to understand and internalize skills through experience and reflection.

Due to the impact of increased globalization on business and the factors that lead to successful global leadership, organizations and businesses need to embrace emotional and cultural intelligences as part of their global leadership development programs. A company seeking to have its leaders succeed globally must either select leaders with the

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appropriate skills or develop it existing leaders in those skills, particularly as they relate to emotional and cultural intelligences.

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Reference:

I. Alon, J. Higgins. *Global Leadership Success through Emotional and Cultural Intelligences*. Article in *Business Horizons*. February 2005