Global Competence – Not so Foreign After All

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Global Competence Assessment

- Defining Global Competence
- Who needs to be Globally Competent?
- Measuring Global Competence
- Assessment development
- Potential uses for an Assessment
Background

- 1988: “Global Competence” first noted by CIEE
- 1996: Lambert first defines “Global Competence”
- 1996-2003: ~10 definitions of “Global Competence” proposed
- 2004: Hunter uses Delphi Technique to determine consensus definition
# Background

- **International Educators**
- **Fortune 500 HR Managers**
- **Cross-cultural communication consultants**
- **United Nations Officials**
- **Foreign Govt. Representatives**
- **Retired vice presidents of TNCs**
What is Global Competence?

“Having an open mind while actively seeking to understand cultural norms and expectations of others, leveraging this gained knowledge to interact, communicate and work effectively outside one’s usual environment,” Hunter, 2004
KSA&Es of GC

- International Educators
- Fortune 500 HR Managers
- University Students
- Cross-cultural communication consultants
KSA&Es of Globally Competence

Steps to Global Competence

Step 1: Self-Awareness
- Diversity
- Non-judgmental Reactions
- Recognition of others'/differences
- Risk-taking
- Openness

Step 2: Globalization World History

Step 3: Effective Participation both Socially & in Business Globally
- Identifying Cultural Differences to Compete Globally
- Ability to Assess Intercultural Performance
- Collaboration Across Cultures

Step 4: Globalization World History
Misperceptions of GC

- I don’t expect to work overseas, so I don’t need the KSA&Es
- The KSA&Es aren’t important in the Lehigh Valley
- Global and local are different
The GC Bandwagon

- Get “Global” in the Mission Statement
- Promote a “global” certificate – increase enrollment
- Check off a list and get a “global” certificate
The Need to Measure GC

- Are internationalization programs really educating globally competent graduates?
- Are companies hiring employees with the KSA and experiences necessary for the global economy?
- Are our leaders, policy makers, military, Peace Corps volunteers, etc. ready for the global challenges ahead of them?
The Need to Measure GC

- Institutional assessment by regional accrediting bodies seeking validation
- No assessment of the level of, or aptitude for, global competence currently exists
Assessment Development

- Establish a research team
- Review currently used assessments
- Identify the need for a GC assessment, as stated previously
- Identify potential users
- Establish Assessment development methodology
- Construct a pilot assessment
Research Team

- International Educators
- Advisors - Fortune 500 company executives, UN officials, AIEA and NAFSA members
Currently Used Assessments

- Intercultural Development Inventory
- The Cooperative Institutional Research Program
- College Student Experience Questionnaire
- Global Executive Leadership Inventory, etc.
Potential Users

- College and university officials seeking to determine the global competence or aptitude of their students

- Higher Ed. officials seeking to determine pre/post impact of study abroad

- High school seniors seeking college admission
Potential Users

- U.S. Government hiring managers (Depts. of State, DOD, CIA, etc.)
- Company HR staff and hiring managers
- United Nations and other international organizations
Methodology

- Reviewed current literature and related assessments
- Interviewed and discussed criteria with those deemed globally competent
- Designed questionnaire based on Global Competence Model
- Conducted internal review of instrument
Methodology

- Conduct external evaluation
- Establish internal reliability
- Assess feedback
- Conduct confirmatory factor analysis (at item, segment and overall assessment levels)
Round II

10-15 Chief International Officers (American and non-American) to serve as pilot group

Heads of International Schools

- Interviews
- Review of questions
- Review of instrument
Anticipated Outcome

- Development of the Global Competence Aptitude Assessment®
- On-line, available globally 24/7
- 50 questions
  - Multiple choice
  - Situation analysis/case studies
  - Ratings
  - True/false
- Immediate scoring and feedback
Anticipated Outcome

- High school, university and corporate versions
- Launch: Winter, 2008
- http://www.youtube.com/watch?v=ljbI-363A2Q