

TCO srl - International  
Diversity Management  
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TCO - INTERNATIONAL DIVERSITY MANAGEMENT  
OPTIMISING THE SUCCESS FACTORS IN WORKING ACROSS CULTURES

# TCO Trainer Profiles

## David Trickey - Senior Partner, TCO srl Italy

A British national, based in Italy for the last 10 years, David focuses on closing the strategic gaps between an organisation's international ambitions and the ability of its people to realise those ambitions at an operational level as leaders and managers. He has lead numerous cross-border integration processes at an organisational, business unit and team level acting as a trainer, writer, facilitator, consultant and coach.

Recent projects have included a range of intercultural leadership workshops for Oil & Gas companies, sessions for Heinz during their annual Executive Development Programme, Pan-European Remote Leadership workshops at business unit manager and board level for the Hitachi Group, an international facilitator role for a meeting of a major strategic alliance in the telecoms area, Remote Management workshops for Electrolux in five locations throughout Europe, Trust & Collaboration workshops for a number of Leadership teams within T-Mobile and a cross-cultural integration workshop for two newly merged companies in the defence industry.

International leadership and cross-cultural integration were the themes facilitated by David in a pan-European development programme: Leading Partnerships in Airbus - a series of 5-day international leadership workshops for the A380 start-up teams from four countries.

David has designed and delivered a range of cross-cultural management programmes for the Finmeccanica Group including integration workshops for MBDA and Alenia Marconi Systems, and Group wide workshops in Rome. In January he delivered a two-day workshop on Cross-Cultural Leadership for Group wide represen-

tatives from the Sales & Marketing area.

He has developed five commissioned video packages in the area of international development including cross-functional teamwork, international project management, cross-cultural management (for a major telecom operator) and international team leadership. He is also co-author of the multimedia training package *Managing a World of Difference: working successfully across cultures*, published in 2003.

He has published a range of articles including *A Question of Trust - measuring and developing trust in teams*, *Diversity Management Competencies and the Development Challenge: special compe-*

*tencies, skills and attitudes to "manage through cultures"* and *Intercultural Management Development - why bother to get it right?*

He is a regular faculty member in cross-cultural management in several MBA programmes in the UK and Italy as well as a founding faculty member for the *Diploma in InterCultural Management* with The University of Cambridge which has over 200 graduates.

He is at present developing a Global Leadership assessment and development process programme for IVECO, one of the world's largest vehicle companies.

A regular presenter at intercultural conferences, his main research interests include trust building at a team and organisational level across distance and culture as well as defining and measuring international competencies through co-development of WorldWork's *The International Profiler™* and *International Team Trust Indicator™*.

He delivers workshops in a dynamic, challenging and involving style (with a twist of humour) and speaks very clear international English and Italian.

