



CAFFE  
STRATEGIES



***Intercultural Creativity®:***  
***The Neuroscience of Leadership***

*Genein M. Letford, M.Ed*  
*Intercultural Creativity®*



Acres of Diamonds



Acres of Diamonds



ALUMNI360

LEARN · LEAD LIBERATE



“ LET YOUR Dreams TAKE flight ”

A group of about ten young women are posing for a photo in front of a rustic stone wall. They are dressed in casual, contemporary clothing. The photo is presented as a Polaroid print with a white border. The text "ALUMNI360" is at the top, "LEARN · LEAD LIBERATE" is written vertically on the sides, and a quote "LET YOUR Dreams TAKE flight" is at the bottom.

**DONORS CHOOSE**

A graphic with a blue background. On the left, there are four icons in a 2x2 grid: a yellow graduation cap, a blue padlock, a yellow school bus, and a blue open book. To the right of these icons, the words "DONORS CHOOSE" are written in bold, white, uppercase letters.

# VUCA

*V - Volatile*

*U - Uncertain*

*C - Complex*

*A - Ambiguous*





*Emotional Intelligence*



*Emotional Intelligence*  
*Adaptability*



*Emotional Intelligence*

*Adaptability*

*Cultural Competence*



*Emotional Intelligence*

*Adaptability*

*Cultural Competence*

*Psychological Safety*





*Emotional Intelligence*

*Adaptability*

*Cultural Competence*

*Psychological Safety*

*Intercultural*

*Creativity*



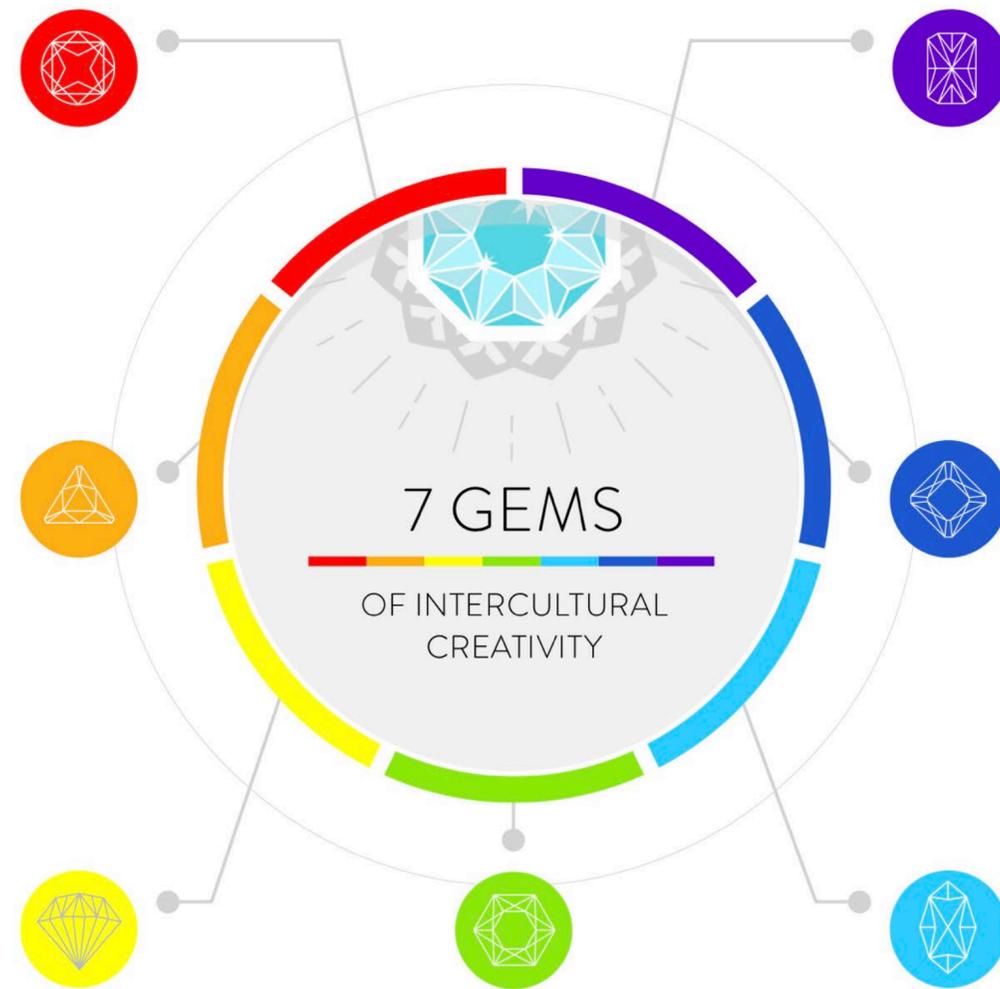
*Emotional Intelligence*

*Adaptability*

*Cultural Competence*

*Psychological Safety*

What is  
Intercultural  
Creativity?



*Cultural Competence + Creative Thinking =*  
**Intercultural Creativity®**



# Creative Thinking

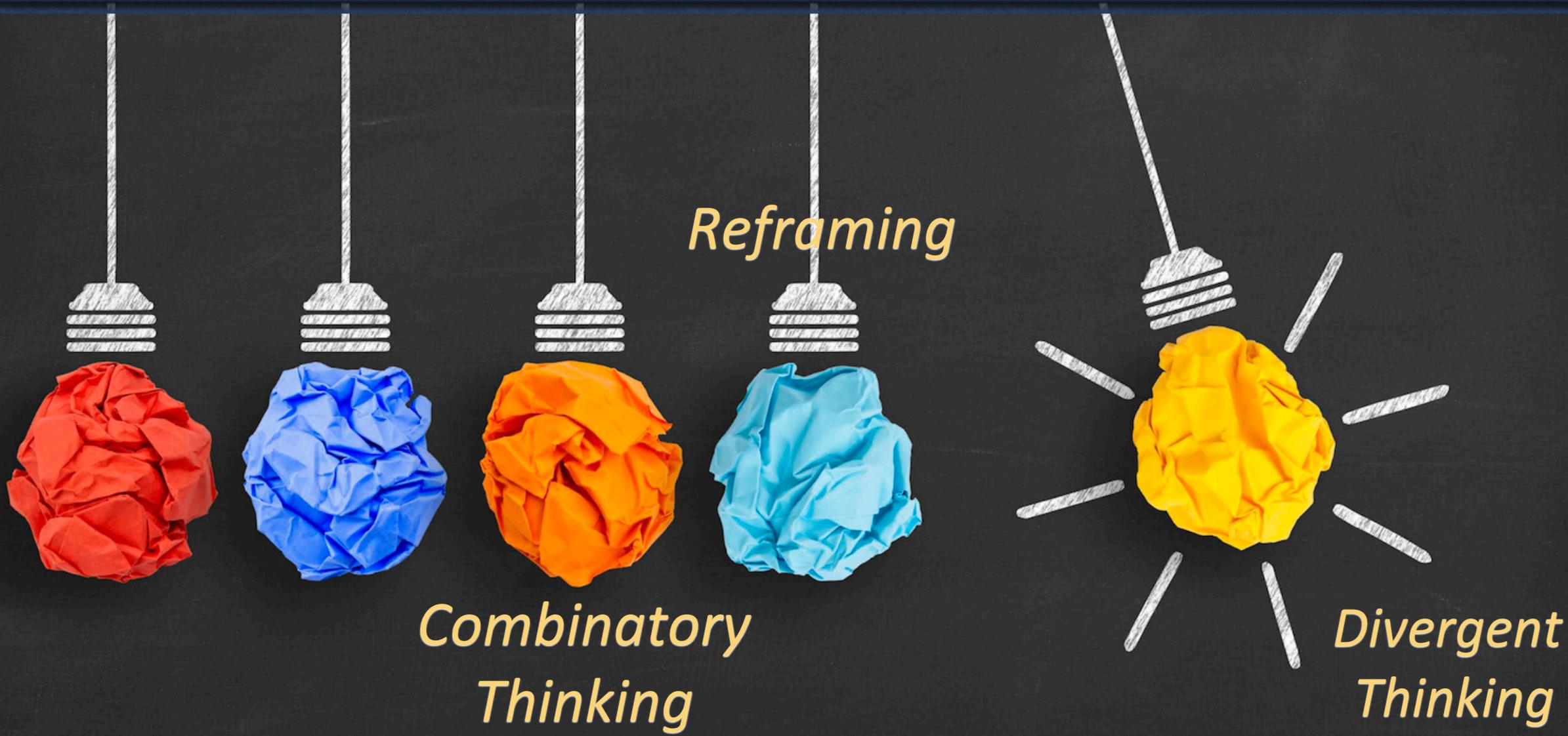
*The process of problem finding and problem solving with relevance, value and novelty.*



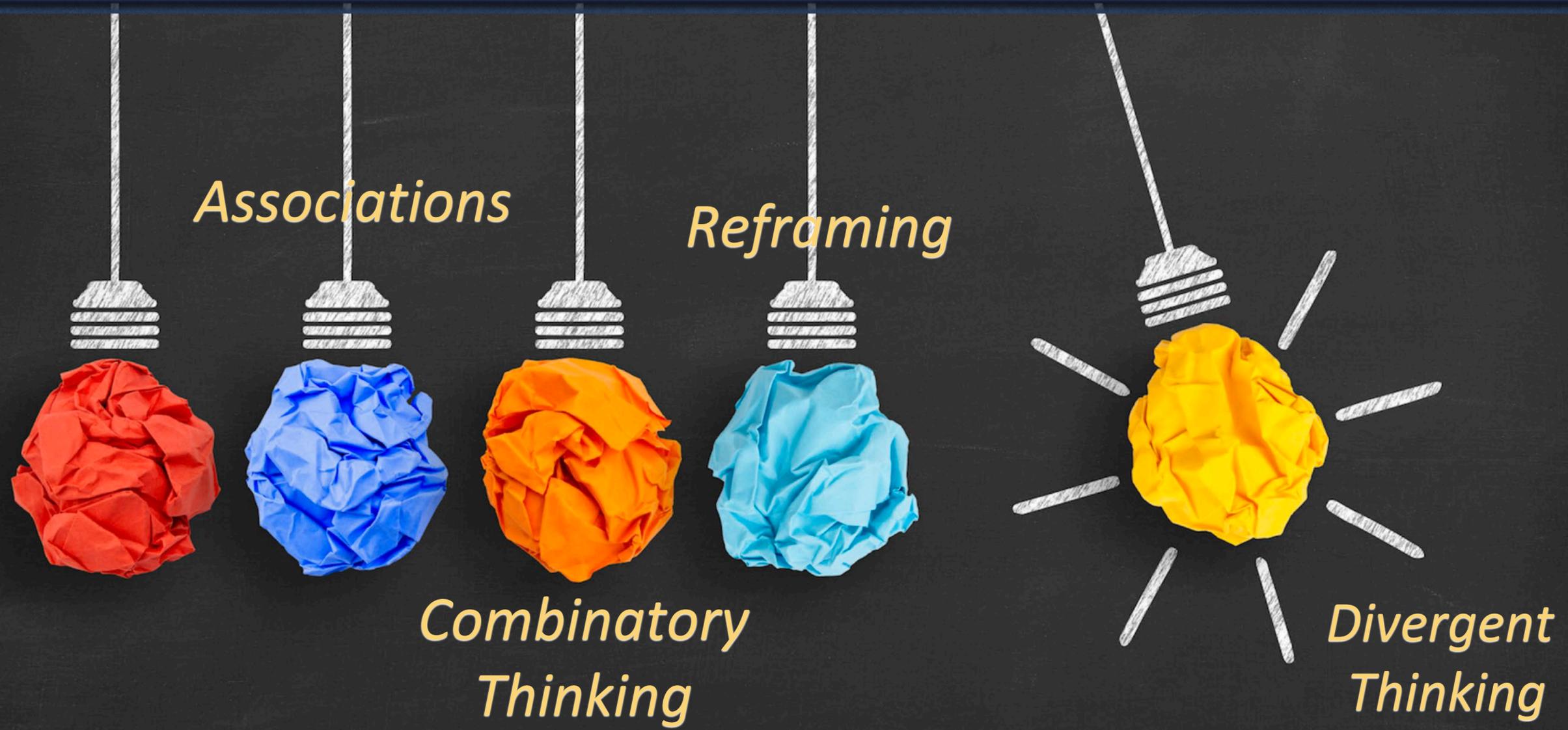
# Creative Thinking



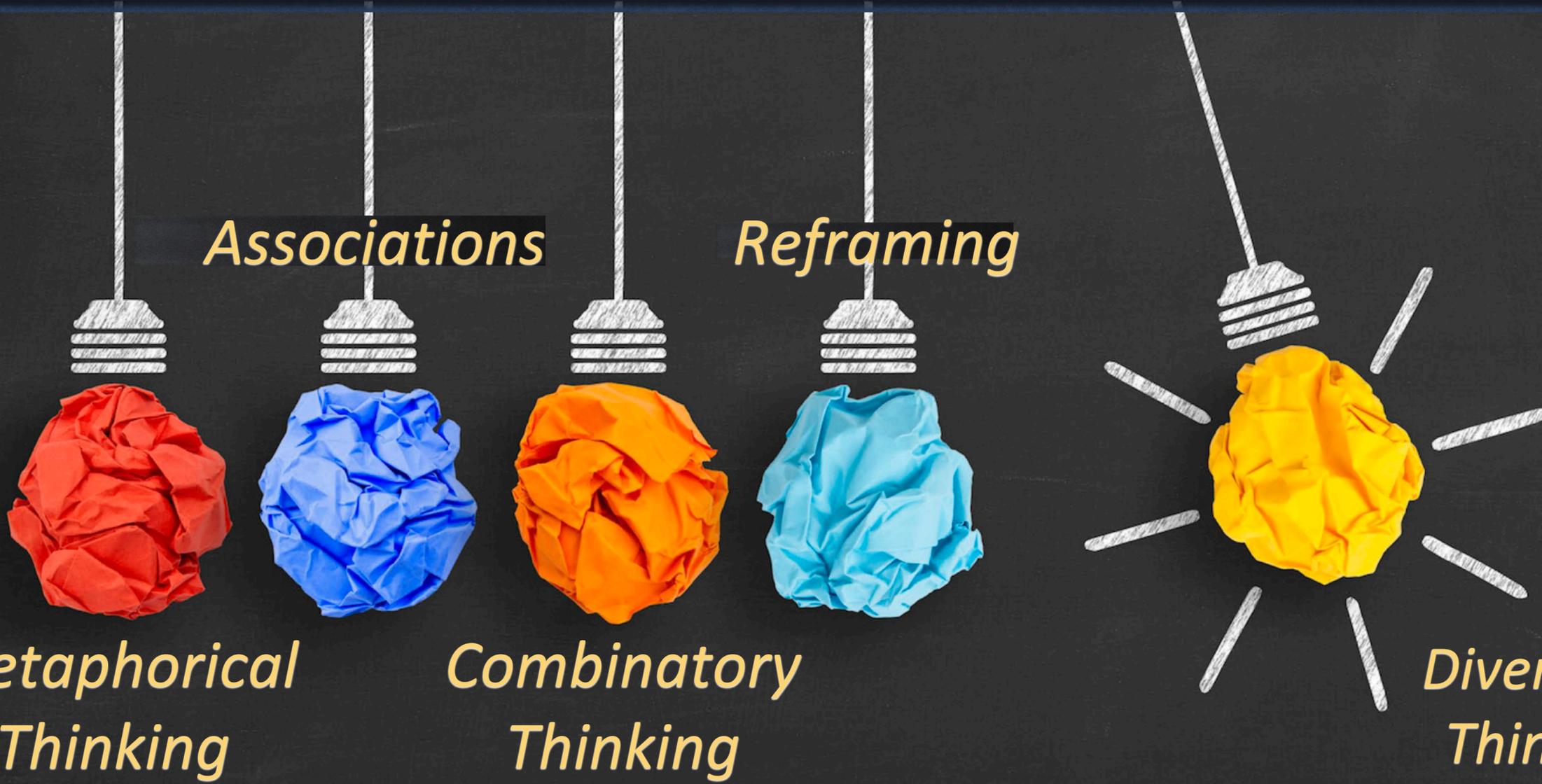
# Creative Thinking



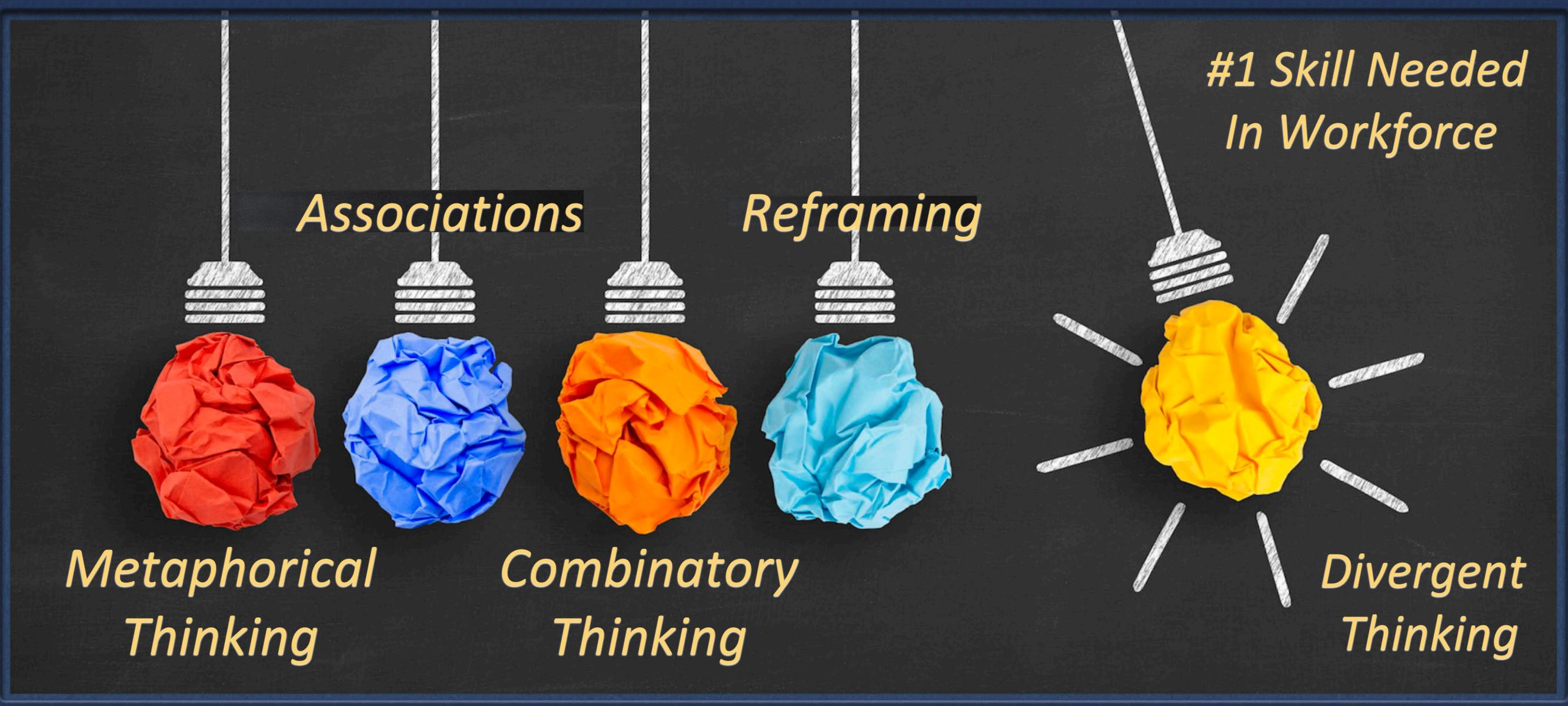
# Creative Thinking



# Creative Thinking



# Creative Thinking



# Creative Thinking

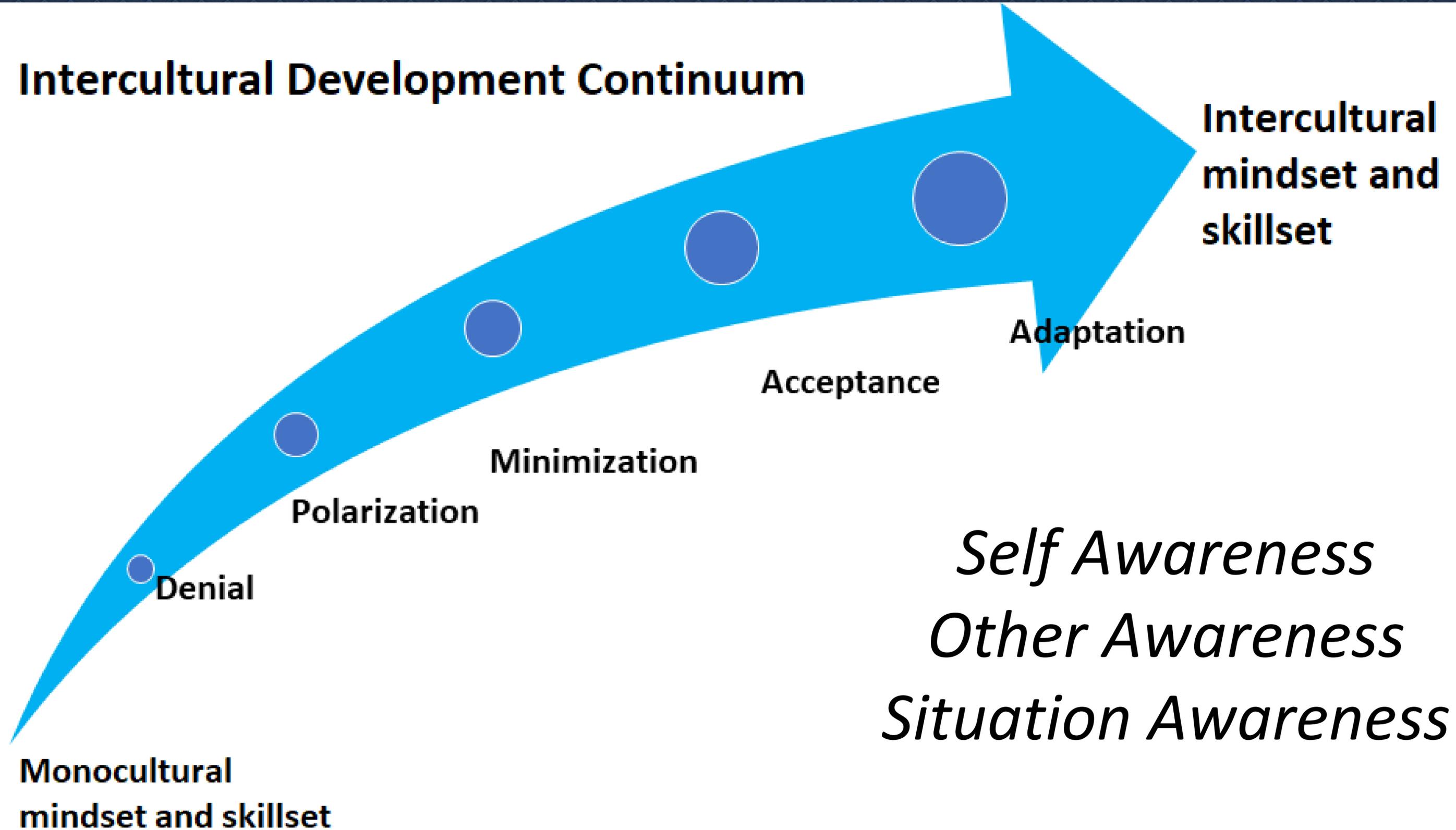
*The process of problem finding and problem solving with relevance, value and novelty.*



# Cultural Competence

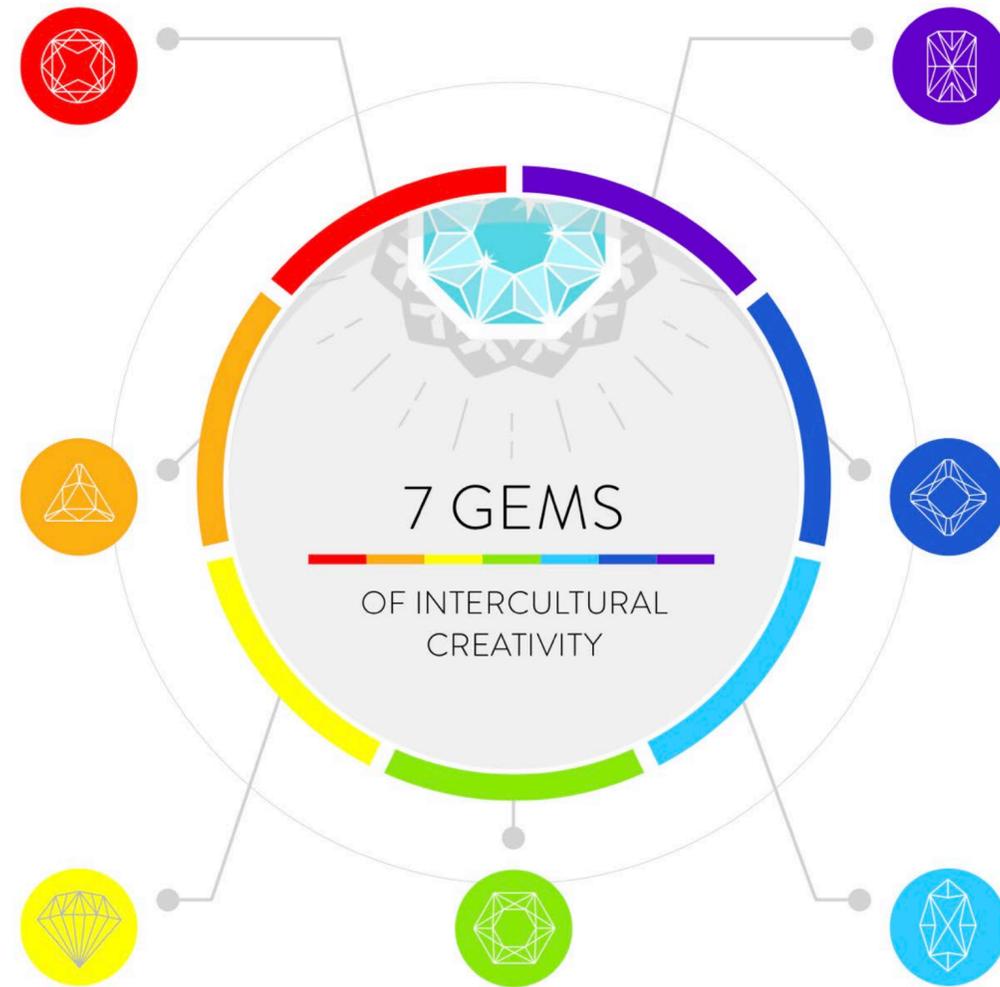
*Observing similarities and differences with complexity to adapt behavior  
various cultural situations.*

# Intercultural Development Continuum

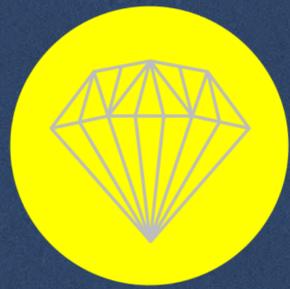


But it starts with...

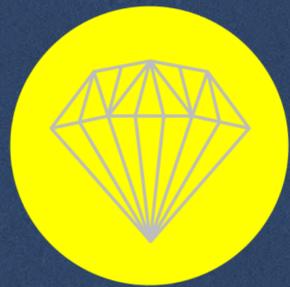




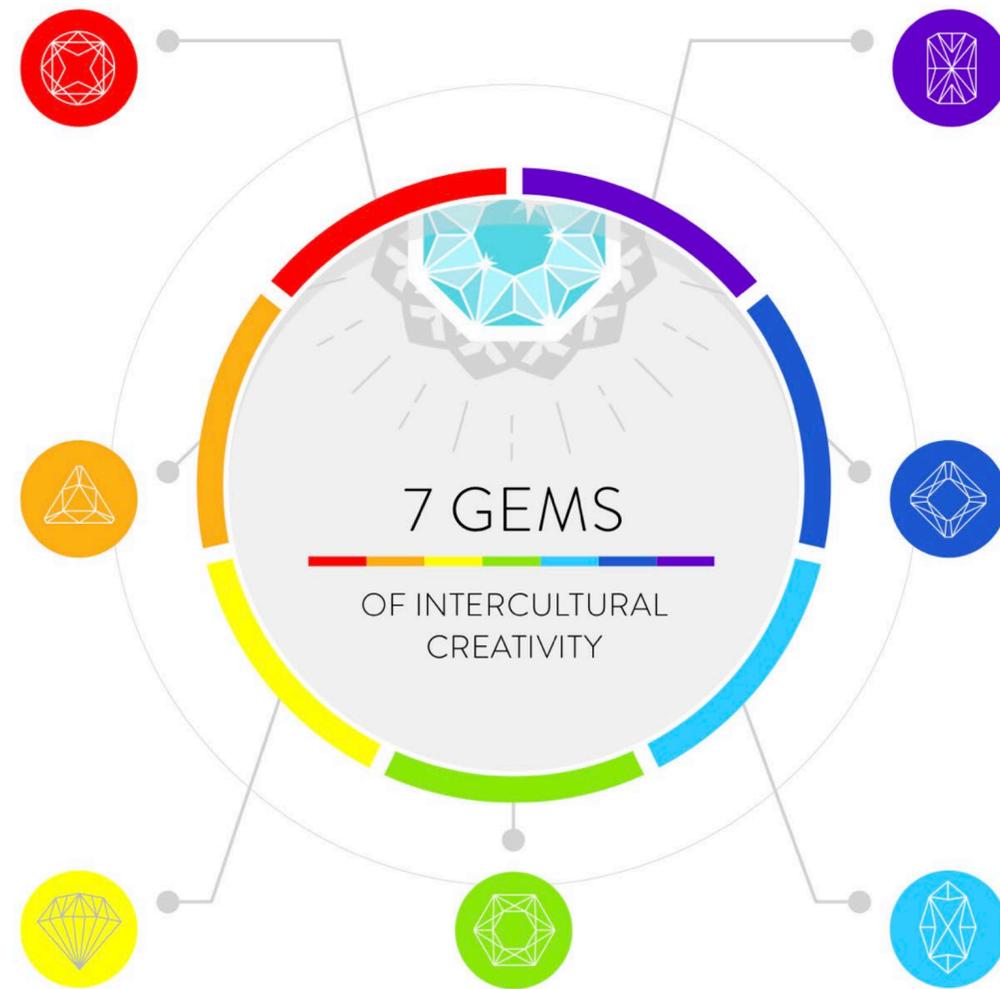
*Cultural Competence + Creative Thinking =*  
**Intercultural Creativity®**



Neuroscience Supports  
Intercultural Creativity



How can insights into brain processes  
increase trust in diverse teams?



# 7 Gems of Intercultural Creativity®



The Gem Journey

**CREATIVE GROWTH  
MINDSET**

*Intercultural Creativity is a growth mindset journey.*



The Gem Journey

**CREATIVE GROWTH**

**MINDSET**

Cultural competence is a choice.

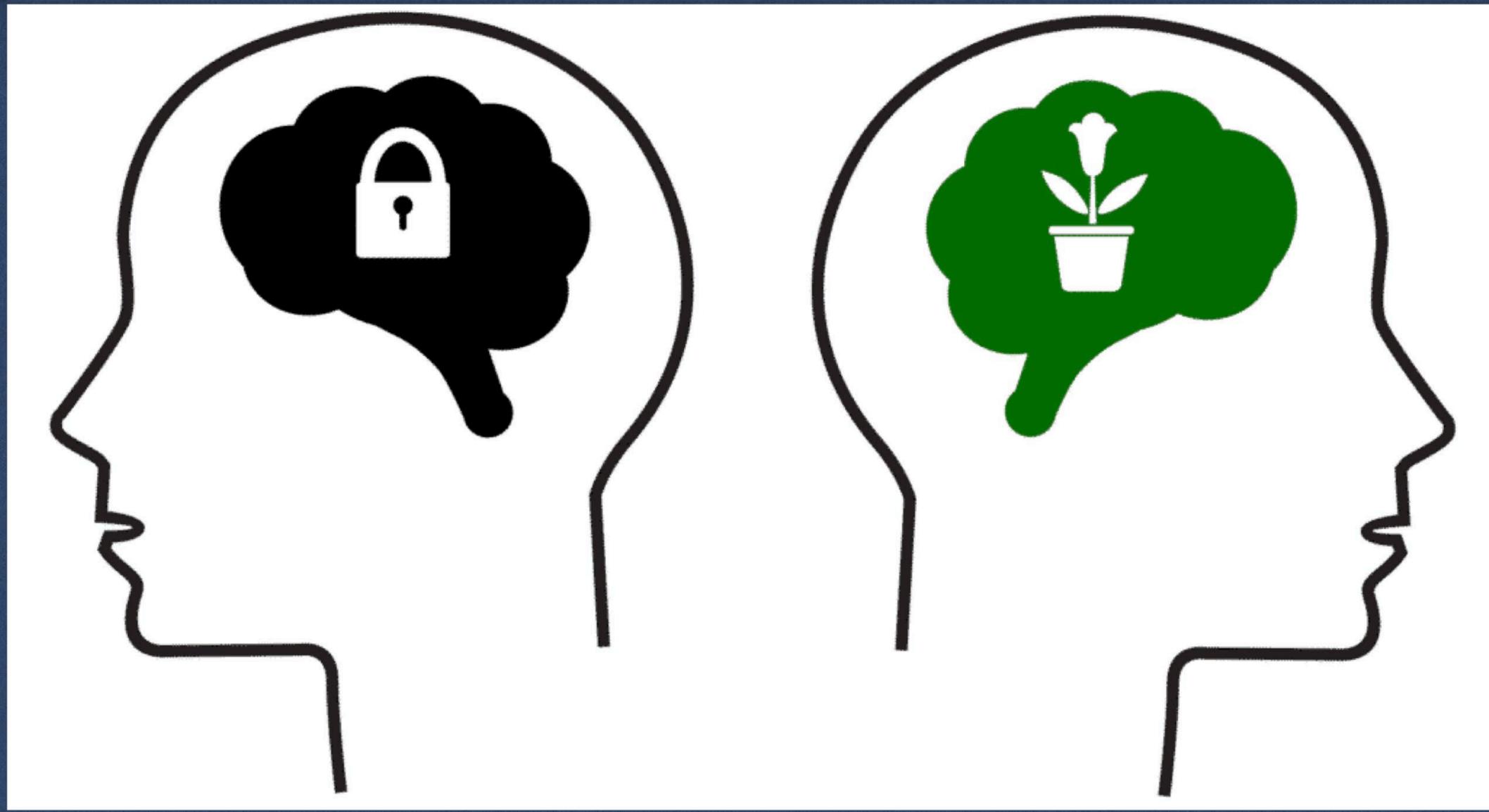


The Gem Journey

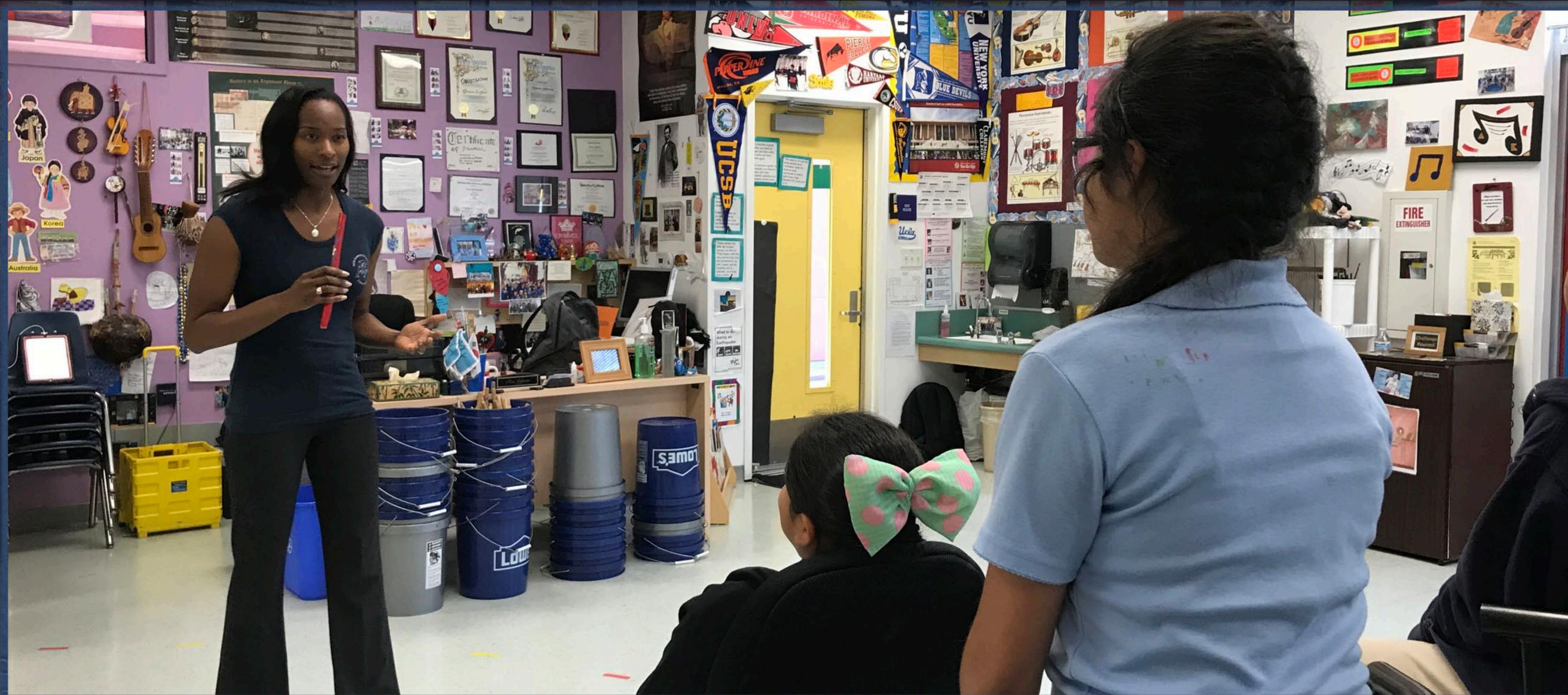
**CREATIVE GROWTH  
MINDSET**



Creative thinking is a choice.

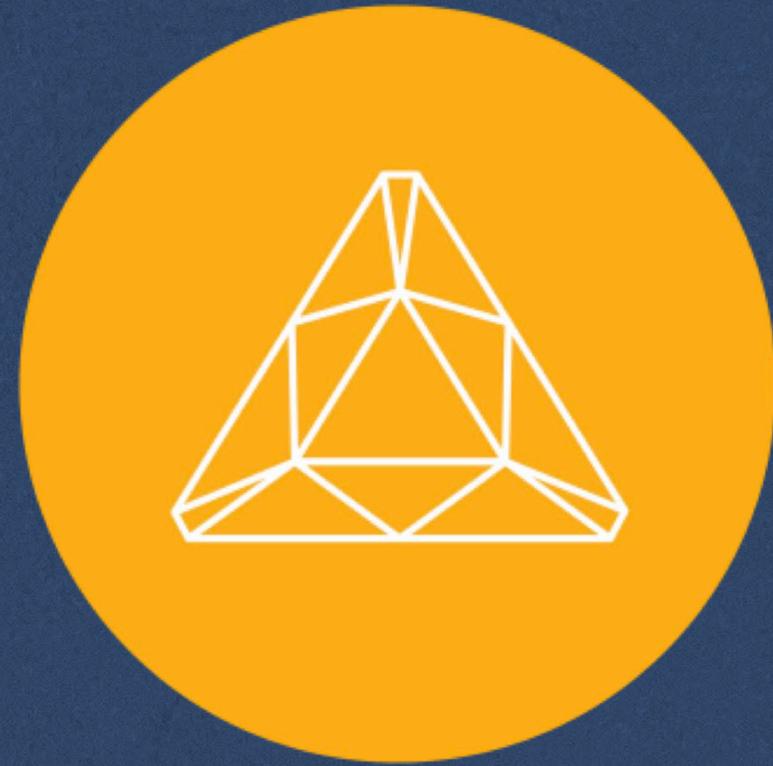


Our Mindset Affects Their Performance



Be Transparent with Your Journey





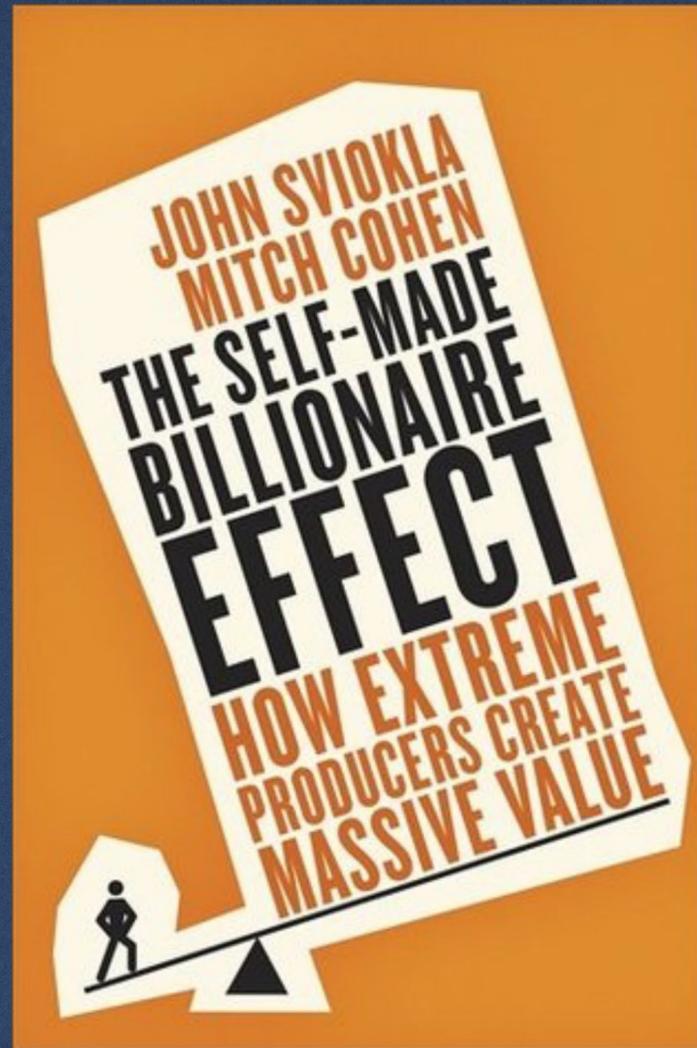
Open Mind - Open Heart

**THE EMPATHETIC WAY**



**CREATE AND  
GROW RICH**  
PODCAST ◀

Today's Guest:  
**Mitch Cohen**  
Former PwC Vice Chairman  
Donorschoose Board Member

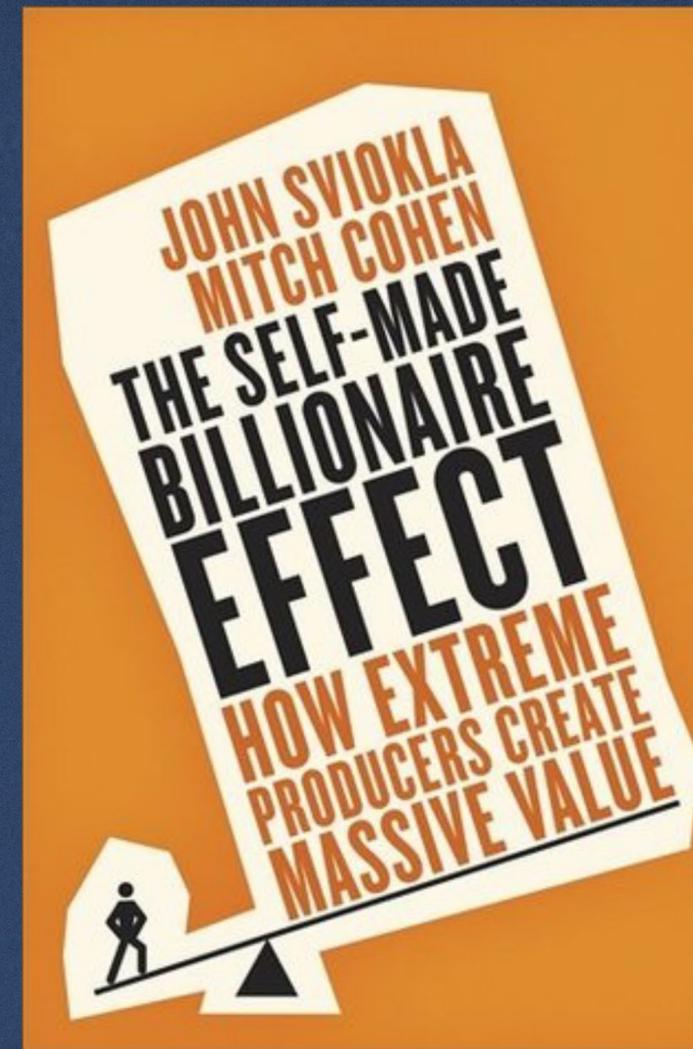


*Mitch Cohen, Former PwC Vice Chairman, Author, Episode # 2*



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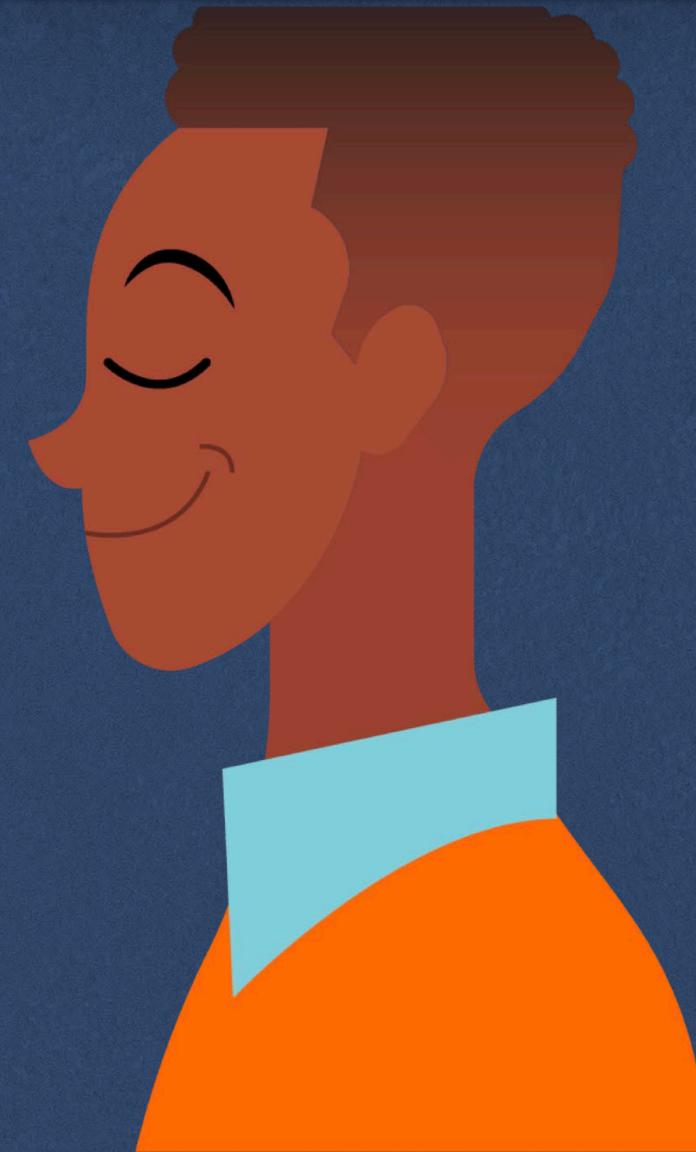


Empathetic Imagination



Experience provides connection.

Be open to experience.

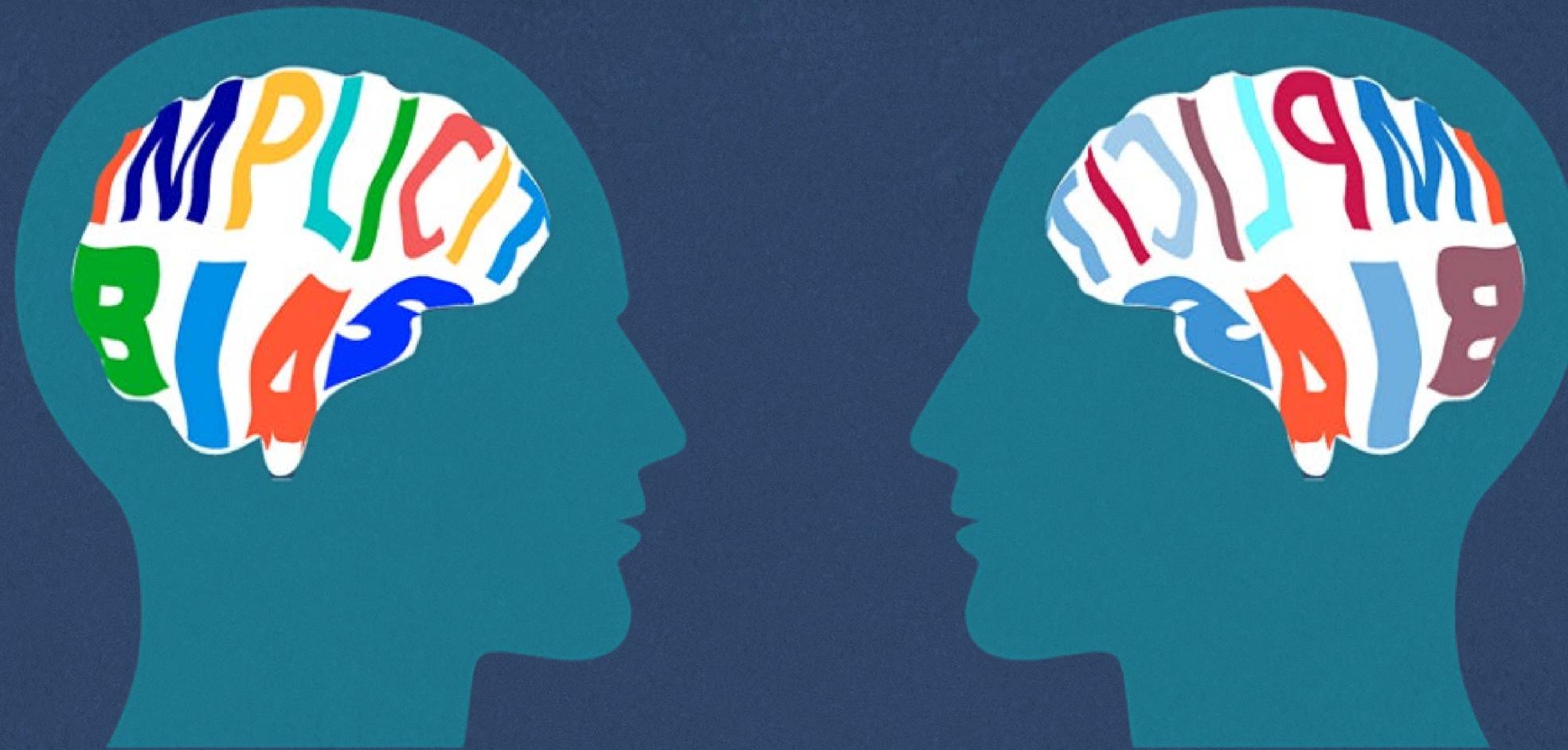


# The Brain Our Best Friend and Worst Enemy

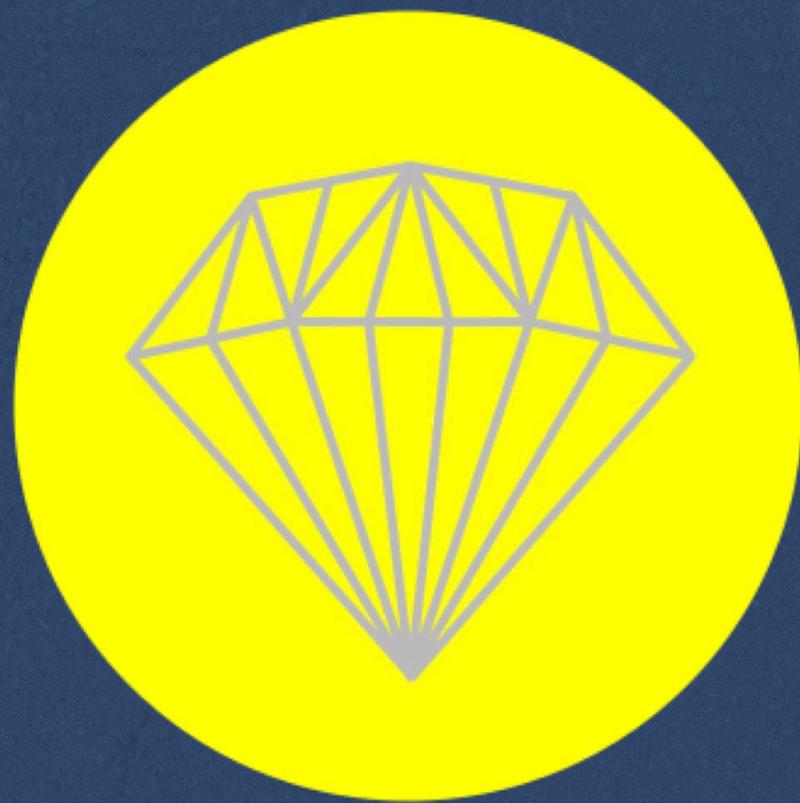
# Do You Hear What I Hear?

*Listening for Your Expectations*





Manage and Control for Biases



I See You - I See Me

**CULTURAL OBSERVATION**



***KFC***<sup>®</sup>

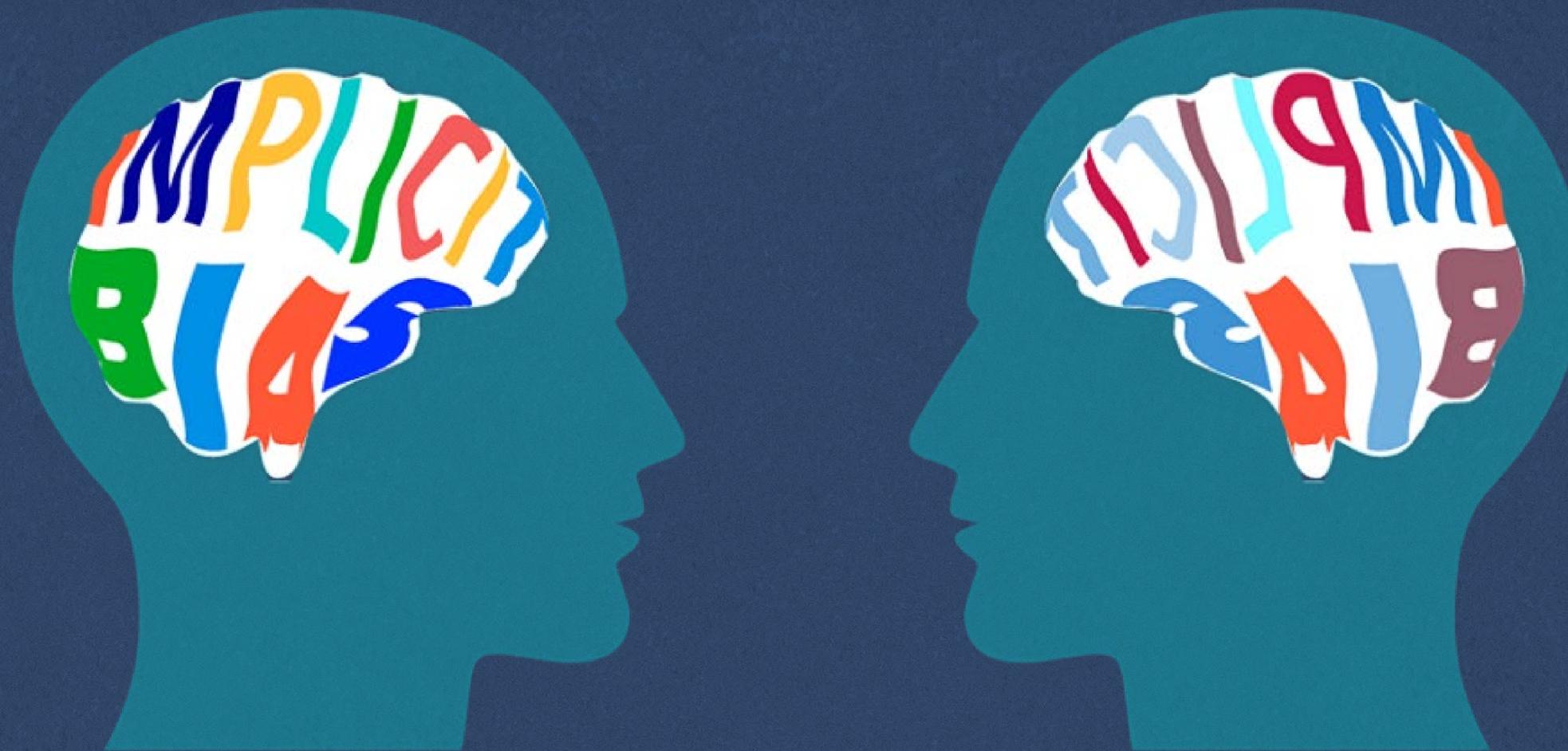


Exposure affects observation



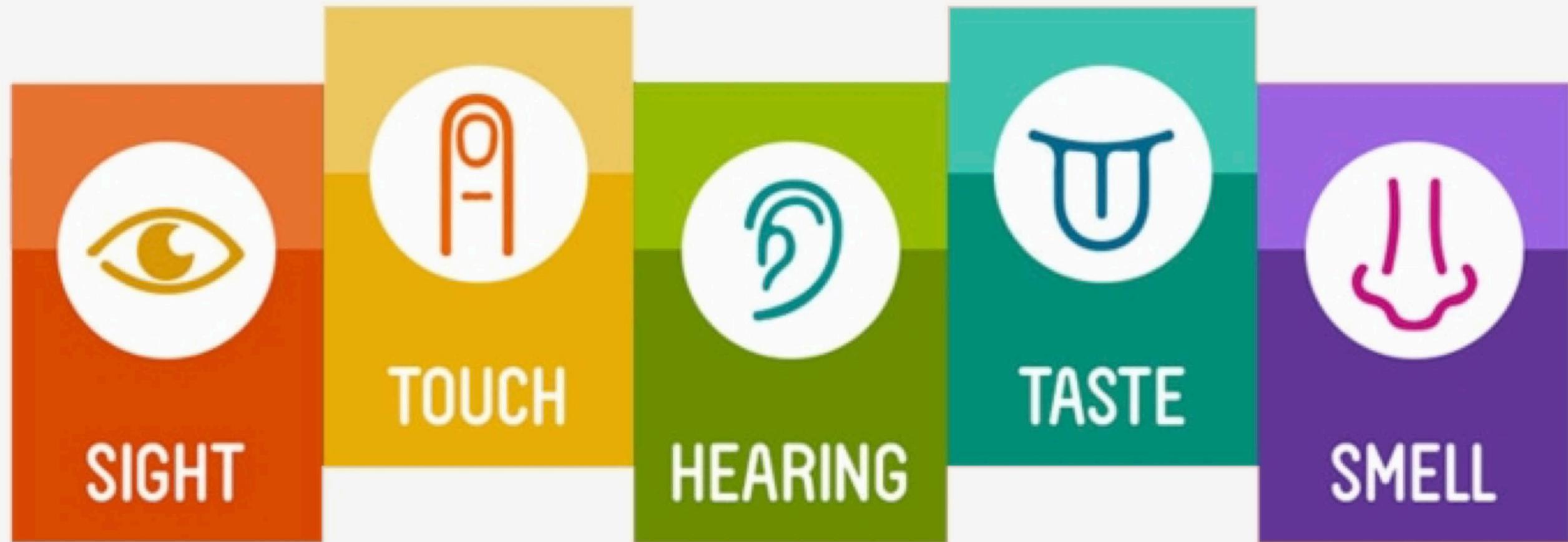
# Culture affects observation

*Erin Meyer, 'The Culture Map'*



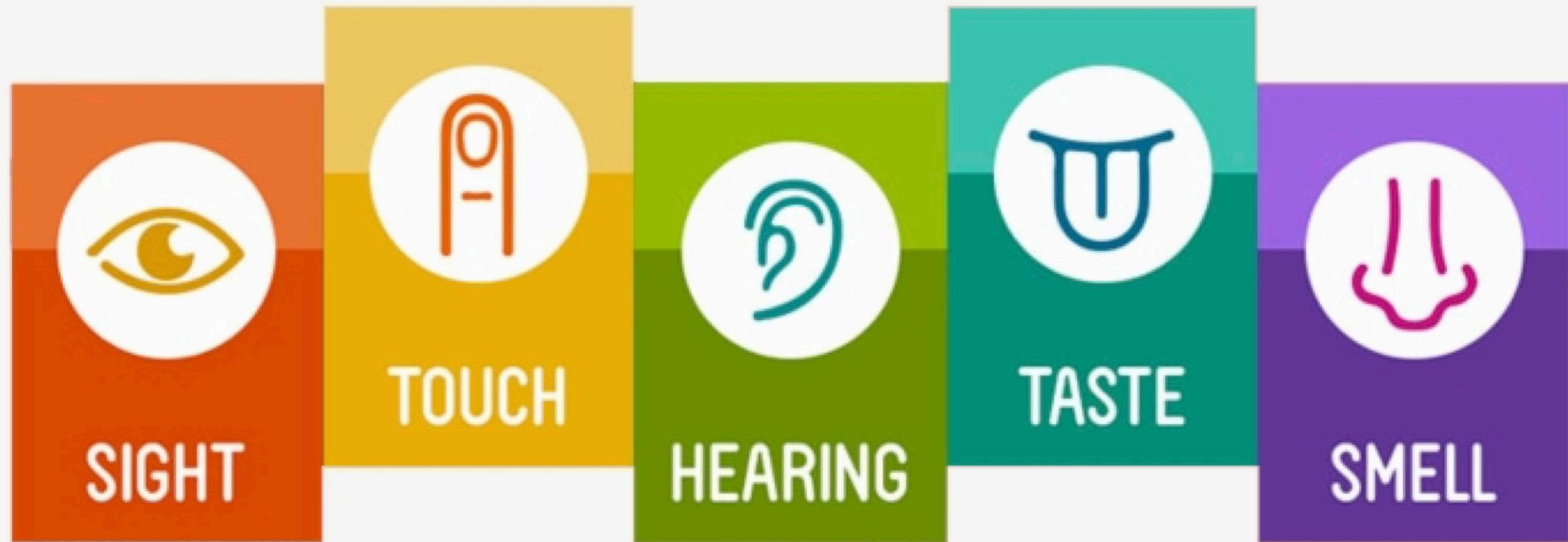
Inclusion = Innovation





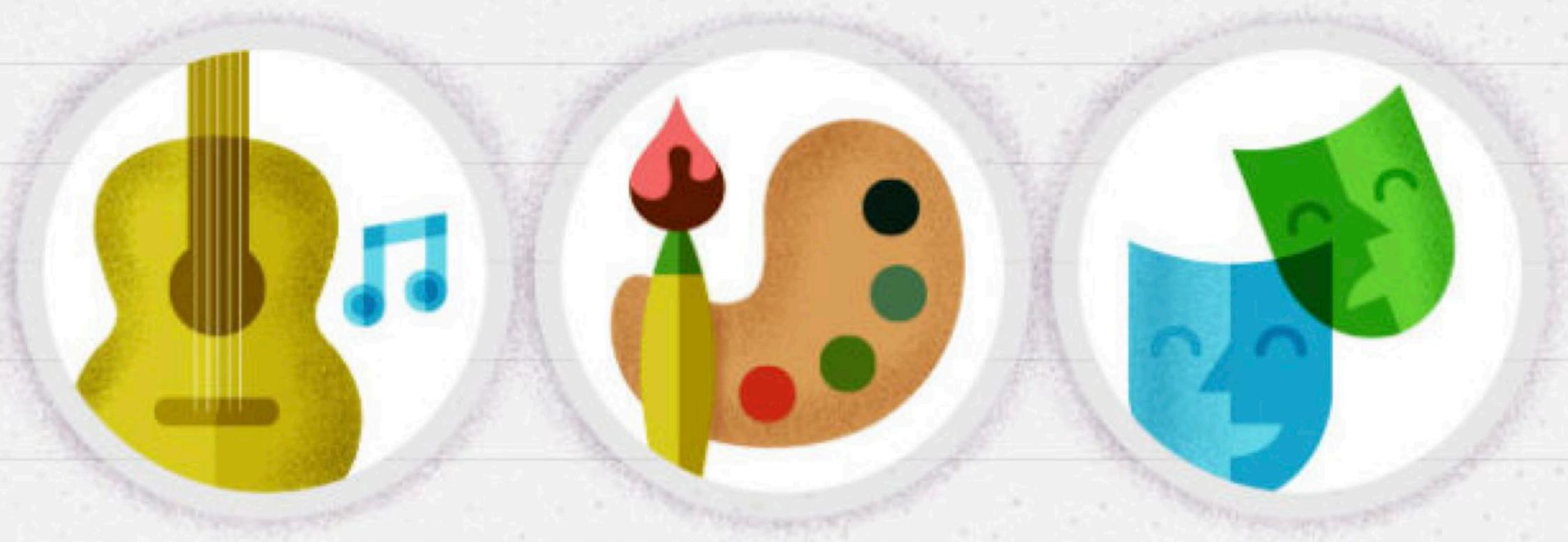
Observe - to 'attend' to

*Where is your attention?*

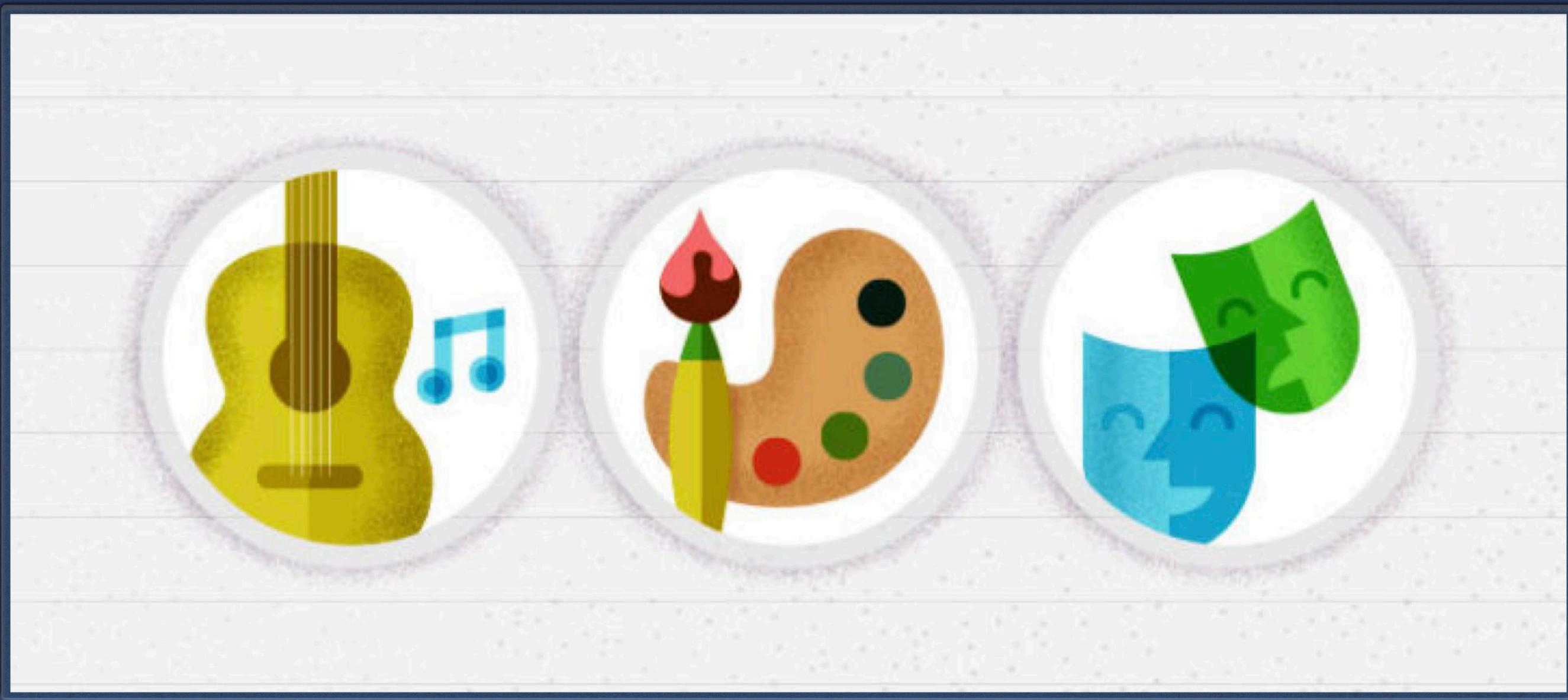


Observe - to 'attend' to

*Where is their attention?*



The arts increases their observational skills for creativity *and* cultural awareness.



Emotional Intelligence  
Multi-Sensory Engagement  
Learning Flexibility  
Translation of Ideas

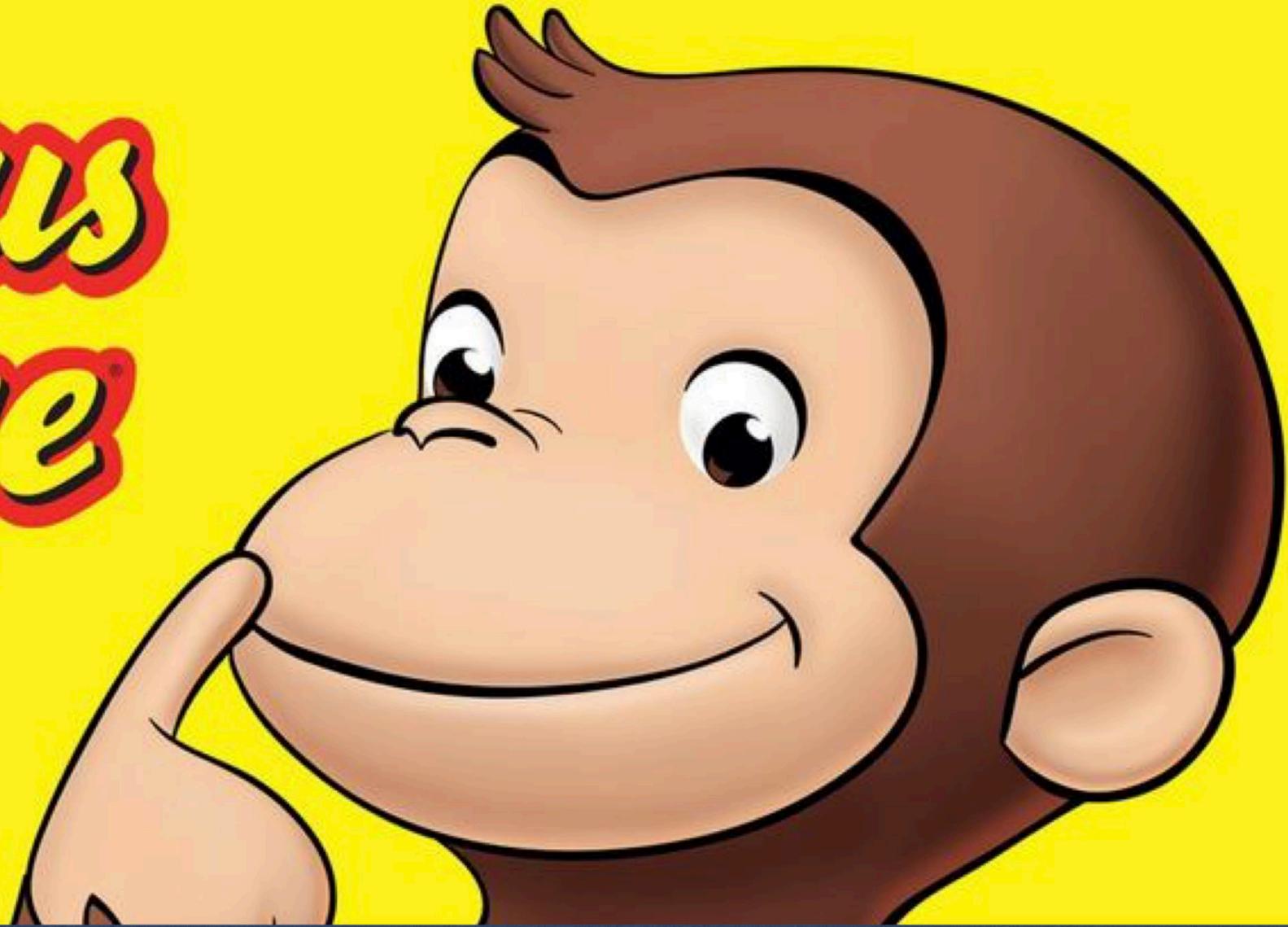




Give Me More

**CULTURAL CURIOSITY**

*Curious  
George*



The leader in curiosity is ... ?

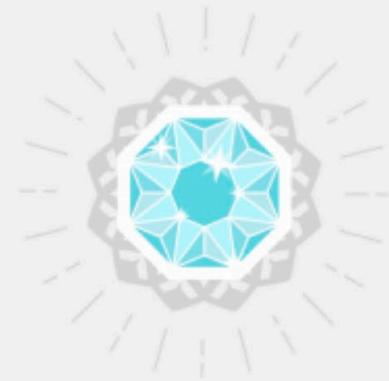


Give Me More

**CULTURAL CURIOSITY**

Creativity — Innovation

Curiosity — Creativity



CAFFE  
STRATEGIES

**CREATE AND  
GROW RICH**

Today's Guest

Dr. Alison Hoystmeyer  
Curiosity Researcher,  
University of Southern California



# Leadership curiosity is a necessity!

*Dr. Alison Hoystmeyer, Workplace Curiosity Expert, Episode #74*



We come to Earth curious and ready to connect with others and explore!





Psychologically safe environments increase  
curiosity!





A Kaleidoscope View

**PERSPECTIVE SHIFTING**



# Captain Charles Plumb

*US Navy Jet Fighter Pilot*



# Captain Charles Plumb

*US Navy Jet Fighter Pilot*



Who's packing your parachute?

*Humility is essential in perspective shifting.*



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**CREATE AND  
GROW RICH**

Today's Guest

**Dr. Michael Platt**  
Director of the Wharton  
Neuroscience Initiative



Michael L. Platt  
DIRECTOR, WHARTON NEUROSCIENCE INITIATIVE

# the leader's brain

ENHANCE YOUR LEADERSHIP,  
BUILD STRONGER TEAMS,  
MAKE BETTER DECISIONS, AND  
INSPIRE GREATER INNOVATION  
WITH NEUROSCIENCE



WHARTON  
SCHOOL  
PRESS

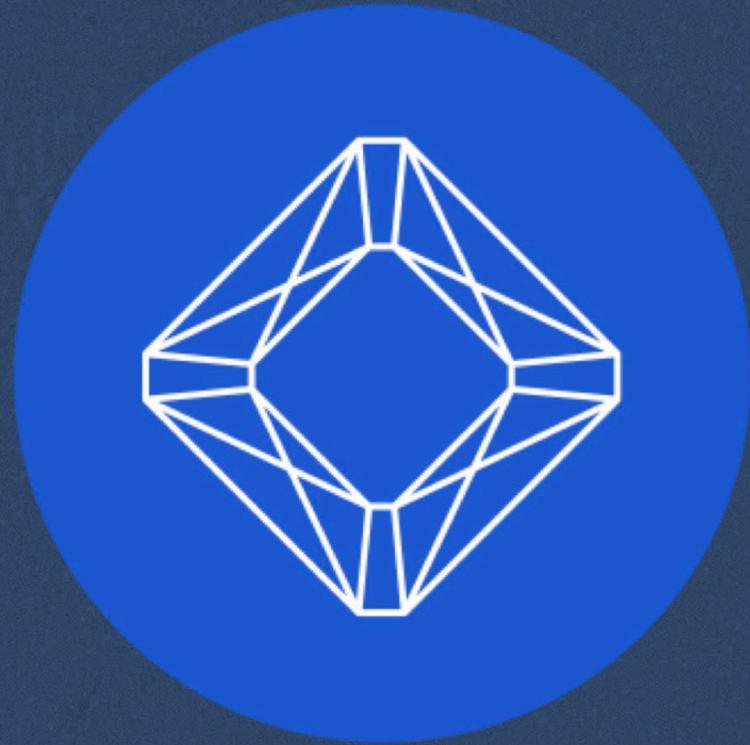
Perspective shifting increases your social brain.

*Dr. Michael Platt, Leadership and the Brain, Episode #66*

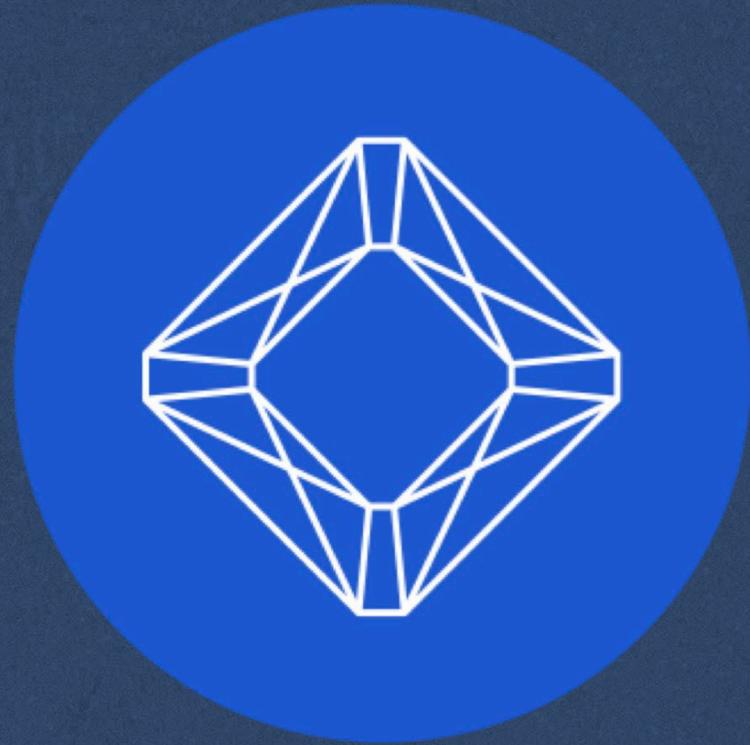
Advantage

Increase your vantage points  
to increase your connection points.





Culturally True While Being You  
**AUTHENTIC ADAPTATION**



Culturally True While Being You  
**AUTHENTIC ADAPTATION**

**VUCA**

*Volatile, Uncertain, Complex, Ambiguous*





Being The Bridge  
**CREATING ACROSS  
CULTURES**

# Creating Across Cultures

*Being a Bridge*



Build Bridges of Resources, Connection and Innovation



*A Bridge Too Far*

# Learning is Integration

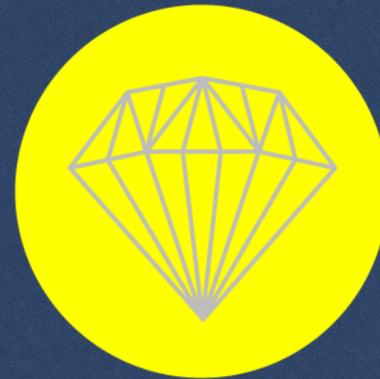
*Build Better Bridges - Be Better Bridges*



*A Bridge Too Far*

# Leading is Integration

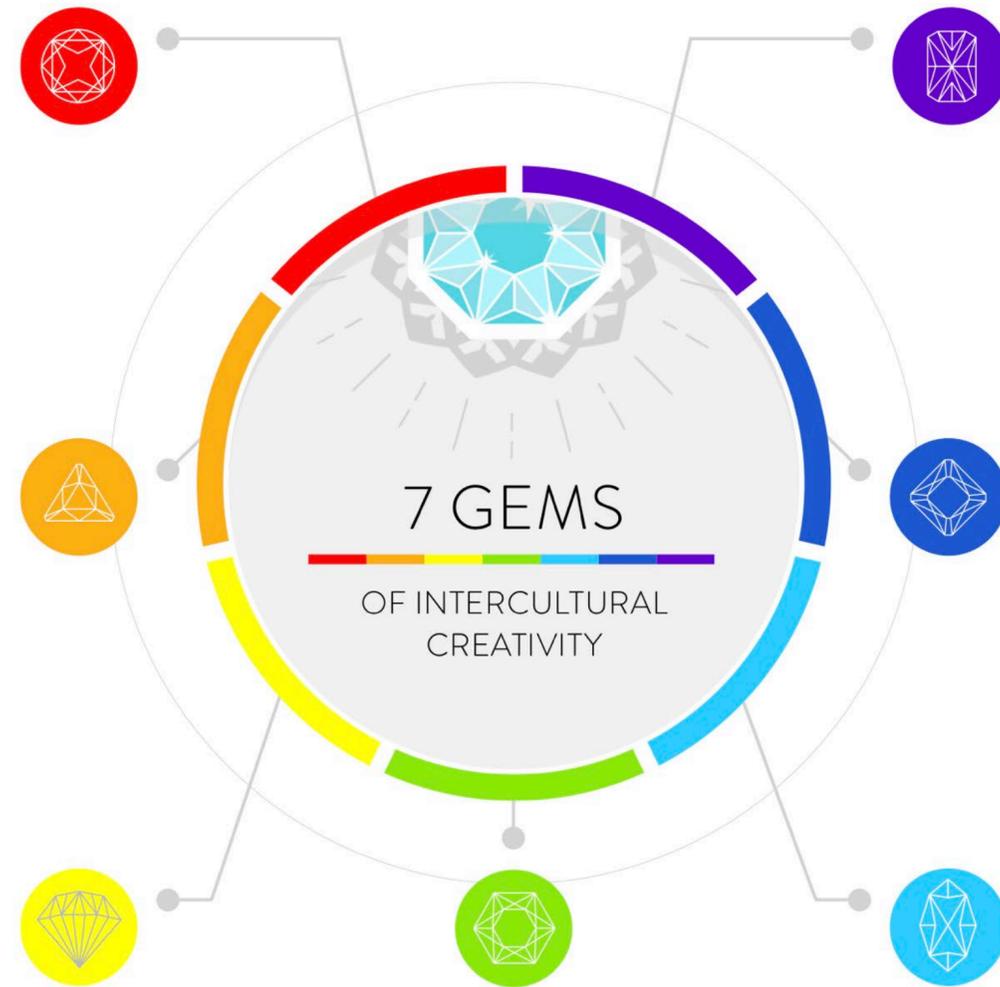
*Build Better Bridges - Be Better Bridges*



Bridge builders have these gems in place.



Intercultural Creativity is our goal.



Intercultural Creativity®

*Creates a Wonderful World...*



Acres of Diamonds

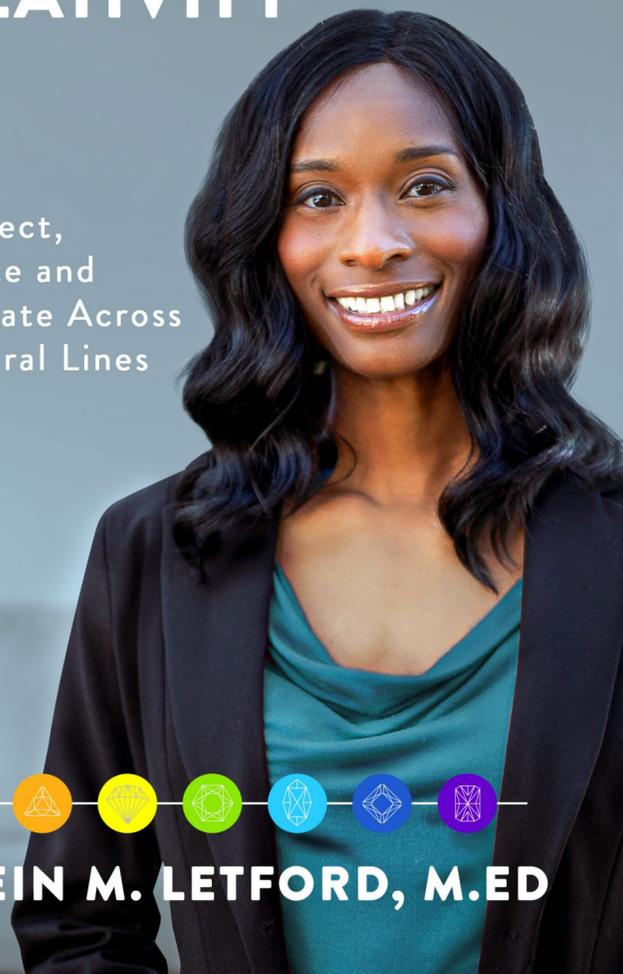


# Books By Genein Letford, M.Ed



## THE 7 GEMS OF INTERCULTURAL CREATIVITY®

Connect,  
Create and  
Innovate Across  
Cultural Lines



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*@GeneinLetford*



Shawn T. Letford  
Genein M. Letford, M.Ed



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Intercultural Creativity®*

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