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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.

Over the last 6 years he has designed and conducted over 20 workshops for the Banca D'Italia on the area of intercultural communication, many including representatives from other central banks.

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.

He has developed five commissioned video packages in the area of international development including cross-functional teamwork, interna-

tional 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 competencies, skills and attitudes to "manage through cultures"*.

He is a regular faculty member in cross-cultural management in several MBA programmes in the UK and Italy as well as a found-

ing faculty member for the *Diploma in InterCultural Management* with The University of Cambridge which has over 200 graduates.

Last year he started the development of 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™*.

Right now he is researching how 5 global charities can build 'a culture of trust' for their emergency response teams, developing a global Safety Leadership initiative for a major Oil & Gas operator and building a global mindset initiative for the newly merged Intesa-SanPaolo.

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