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Sommario/riassunto	The rapid expansion of globalization and multinational corporations means more and more managers work across the borders of multiple countries. Some of them are expatriates; most are not. And although many of these managers are not wrestling with the issues of relocating and adjusting to living in a different culture, they all find themselves dealing with cultural issues - defined in the broadest context - every time they pick up the phone, log onto their e-mail, or disembark from an airplane. What do these managers do? Is it different from the work they did when they managed in their own countries, and if it is different, how so? What does it take for them to be effective when they manage across so many countries simultaneously? What do these

managers need to know in order to be effective? What do organizations need to know and do in order to select and develop people who will manage and lead effectively in the global economy? This report addresses those questions as it documents the findings of a Center for Creative Leadership research study into what factors might predict managerial effectiveness in a global context.
