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## SYLLABUS FOR CERTIFIED CROSS-BORDER LEADERSHIP & NEGOTIATION EXPERT (CCBLNE)®

Offered by: Global Institute for Leadership, Human Resources and Project Excellence (AGILE-HRP)®

# PROGRAM DESCRIPTION

The **Certified Cross-Border Leadership & Negotiation Expert (CCBLNE)**® certification equips professionals with the skills to lead multicultural teams, negotiate successfully across borders, and navigate complex geopolitical and regulatory business environments. This program emphasizes cultural intelligence (CQ), international business diplomacy, conflict resolution, global strategy alignment, and cross-cultural negotiation techniques essential in today's interconnected and diverse global economy.

Whether managing global teams, negotiating joint ventures, or executing multinational projects, CCBLNE® professionals stand out for their intercultural agility, diplomacy, and strategic leadership capabilities across diverse and high-stakes environments.

## COURSE LEARNING OUTCOMES

Upon completion of the program, certified professionals will be able to:

1. Lead cross-border teams and build trust across cultural boundaries.
2. Apply intercultural negotiation strategies for bilateral and multilateral agreements.
3. Assess and navigate global regulatory, ethical, and economic considerations in leadership.
4. Demonstrate effective cross-cultural communication and emotional intelligence in international business settings.
5. Design strategic frameworks for managing global stakeholder relations and diplomatic business conduct.
6. Resolve intercultural conflicts and promote collaboration in high-diversity environments.



# TARGET AUDIENCE

- Global Executives and Directors
- International Business Development Leaders
- Diplomats and Trade Negotiators
- Cross-Cultural Consultants and Trainers
- Global HR and L&D Professionals
- Project Managers working in Multinational Contexts
- Legal, Compliance, and Risk Professionals involved in international contracts

## EMPLOYMENT OUTLOOK (U.S. BUREAU OF LABOR STATISTICS):

According to the U.S. Bureau of Labor Statistics, the demand for professionals in global business strategy, international relations, and negotiation roles is projected to grow by 11% between 2022 and 2032, reflecting the expansion of international trade, global outsourcing, and transnational partnerships. Professionals with global leadership and negotiation credentials such as CCBLNE® command salaries ranging from \$110,000 to \$175,000, depending on region, experience, and industry specialization.

## CAREER PATHS FOR CCBLNE® HOLDERS:

- Director of International Affairs or Trade
- Cross-Cultural Negotiation Advisor
- Global Strategy Consultant
- International HR Business Partner
- Foreign Service or Diplomatic Attaché
- Multinational Project Director
- Global Contracts & Partnerships Manager





# MODULES AND SUBMODULES

## **Module 1: Foundations of Cross-Border Leadership**

- 1.1 Global Leadership Traits and Challenges
- 1.2 Leading Across Time Zones and Cultures
- 1.3 Ethics and Trust in Global Decision-Making

## **Module 2: Cultural Intelligence (CQ) and Global Mindsets**

- 2.1 Hofstede's Cultural Dimensions
- 2.2 Cultural Intelligence (CQ) Model and Assessment
- 2.3 Adaptive Leadership Styles in Multicultural Contexts

## **Module 3: International Business Negotiation Fundamentals**

- 3.1 Harvard Principled Negotiation in Cross-Border Context
- 3.2 Conflict Styles and Intercultural Resolution
- 3.3 BATNA, ZOPA, and Anchoring in Global Deals

## **Module 4: Strategic Global Communication**

- 4.1 Verbal and Non-Verbal Communication across Cultures
- 4.2 Storytelling and Persuasion in Global Influence
- 4.3 Digital Communication Etiquette for Virtual Teams

## **Module 5: Legal, Ethical, and Regulatory Environments**

- 5.1 Overview of Global Legal Systems (Common, Civil, Sharia, Customary)
- 5.2 Anti-Corruption Laws (FCPA, UK Bribery Act, etc.)
- 5.3 Negotiating with Governments and NGOs

## **Module 6: Global Diplomacy and Soft Power**

- 6.1 Leadership through Diplomacy and Protocol
- 6.2 Public-Private Partnerships and International Aid
- 6.3 Nation Branding, Influence, and Soft Power Dynamics

## **Module 7: Intercultural Negotiation Simulations**

- 7.1 North–South Joint Venture Negotiation Simulation
- 7.2 East–West Trade Negotiation Case Study
- 7.3 Stakeholder Engagement Mapping and Scenario Planning

## **Module 8: Global Team Performance and Conflict Resolution**

- 8.1 Intercultural Conflict Management Strategies
- 8.2 Managing Remote, Hybrid, and Multilingual Teams
- 8.3 DEI and Psychological Safety Across Borders

## Module 9: Economic Diplomacy and Trade Strategy

- 9.1 Free Trade Zones, Tariffs, and Sanctions
- 9.2 Cross-Border M&A Strategy and Risk Management
- 9.3 Political Economy and Stakeholder Pressure

## Module 10: Capstone Project and Global Policy Brief

- 10.1 Drafting a Cross-Border Negotiation Plan
- 10.2 Presentation of a Strategic Global Leadership Case
- 10.3 Policy Brief for Diplomatic Business Engagement

# CERTIFICATION EXAM DETAILS

- **Format:** 100 Multiple Choice Questions
- **Duration:** 90 Minutes
- **Passing Score:** 70%
- **Retake Policy:** One retake permitted within 3 months
- **Exam Mode:** Online, Proctored

# CERTIFICATION TESTING OUTCOMES

The CCBLNE® exam assesses **real-world skills and competencies** in:

- Leading and managing international teams
- Executing cross-cultural and bilateral negotiations
- Understanding and complying with international legal systems
- Applying frameworks of diplomacy, stakeholder management, and conflict resolution
- Building cultural agility and intercultural competence



# ACCREDITATION AND RECOGNITION

The CCBLNE® credential is awarded by **AGILE-HRP®**, an internationally respected professional body. Multinational corporations, NGOs, global consulting firms, international institutions, and government agencies recognize it. The certification aligns with ISO 30415 (Human Governance) and OECD standards for responsible international engagement.

## CERTIFICATION DELIVERABLES

- **Chartered Certificate & Digital Credential Badge**
- **Global Leadership Toolkit** (Templates, Playbooks, Policy Briefs)
- **Official CCBLNE® Transcript and Certification ID**
- **Access to AGILE-HRP® Global Forums and Summits**
- **Eligible for Continuing Education Credits (30 CEUs)**

## PROGRAM FORMAT

- **Duration:** AS Needed (Self-paced or Mentor-Led)
- **Mode:** 100% Online
- **Learning Tools:** Videos, Case Studies, Role Plays, Templates


## ELIGIBILITY REQUIREMENTS

- Bachelor's Degree or equivalent work experience
- OR At least 2 years of professional experience in leadership, diplomacy, negotiation, HR, or project roles
- International exposure or aspiration to work in multinational settings

## NEED ASSISTANCE?

For queries or certification support:

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