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Global perspective helps others succeed

The Business Journal of Phoenix - by [Linda Obele](#) Phoenix Business Journal

Lisa Koss learned early in life that the world is full of people who look and talk differently.

A seasoned international traveler by the time she was in high school, Koss spent her college years and beyond immersed in other cultures, observing how people in France, Mexico, South America and Russia live, work and play.

Today, her global perspective is the framework of International Advantage, the organizational development consulting firm she founded in 1992 to help companies succeed in cross-cultural environments.

Koss' work has helped companies including Honeywell International Inc., Pulte Homes Inc., Molex Inc., Heifer International and Weyerhaeuser Co. navigate organizational change and team development in culturally diverse workplaces.

"In the past seven or eight years, we've really focused on facilitation and helping organizations go through change, specifically in a cross-cultural environment," Koss said. "We help companies work through specific dilemmas and real-life issues by showing them what cultural competency looks like. Every culture has different expectations."

Koss, who previously worked for a marketing company in France and as a high school foreign language teacher in Cave Creek and Paradise Valley, gained early inspiration for her company while teaching night classes to Honeywell and Bull Information Systems executives.

"The executives in these language and cultural awareness classes would talk about various situations, and I would respond to the cultural implications of what they were telling me," she said. "They gave me the confidence to do this as a full-time business."

For more: www.intladvantage.com.