

## Train Cross-Cultural Leaders in Higher Education

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**Abstract :** Nowadays, one of the challenges faced by many institutions is the continuous changing psychosocial environment. This alteration affects the resources, the organizations and defies the leadership and management of people in charge. As a fact, institutions of higher education differ from many organizations, requiring leadership to be a more shared phenomenon than in most profit-centered enterprises. In these colleges, the leadership must be oriented in a way to empower activities. This said, it is important to train students to take on leadership roles in their personal and professional lives. Thus, leadership training in higher education have to manage a cross-cultural environment in order to get the best out of the whole community that works and studies there. The main directions to follow are the building of a professional identity that manages the cross-cultural public while feeling a personal fulfillment in the workplace. In order to do that, this communication proposal has three objectives: - Explain the aspects of the cross-cultural leadership training logic offered to managers and chairs by allowing them to develop a technical leader style of passionate type with a managerial leadership style of compassionate type. - Define the multiple factors on which depends the leadership, which includes the department's stage of development, the specific management function, the academic discipline and the chair's own style of leadership. - Emphasize on the complex nature of leadership and the different facets that results from its role in the higher education. However, different situations require a leader with particular characteristics that can be gathered into three categories: "the innovator", "the implementer" and the "pacifier". Each category is linked to a problem organizations normally encounter. This leads to conclude with the following question: are the gender, age and culture taken into consideration during a training?

**Keywords :** benevolent leadership, cross-cultural training, management, unprecedented existential crisis

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