

IRENE RODGERS

Managing Partner, ICM Inter Cultural Management Associates

Irene Rodgers, American and French, has been a Managing Director of ICM since its creation in 1983. She has advanced degrees in languages and linguistics from both French and American universities. Before creating ICM, she had several management missions in several West African countries.

Irene helps international organizations work effectively across corporate and national cultures, getting alignment and commitment to shared goals and values. Using ICM's Culture Bridging Fundamentals© diagnostic tool she provides cultural audits during due diligence, culture change or post-merger situations. She consults to senior executives and facilitates integration and adaptive change processes. In partnership with her clients she then designs and facilitates organizational change and teambuilding processes to get alignment and commitment to shared goals, critical success factors and values.

Irene has worked with companies in Europe, North America, China, the Middle East and Africa. Clients include ALSTOM, Airbus, EDF, Heineken, Rexam, PricewaterhouseCoopers, Invensys and Dimension Data.

Irene has been a guest speaker on business school programs on the subjects of post-merger integration and remote international project team work and has published in these areas. Her publications include contributing a chapter on managing across borders to the Gower Handbook of Management Development edited by Alan Mumford. Along with the two other ICM partners, Irene published *Successful Mergers, Acquisitions and Strategic Alliances – Strategies for Culture Bridging*, (McGraw Hill, London, May 2002).

Irene works in English and French.