

Linda Brimm

Emeritus Professor of Organisational Behaviour at INSEAD.

Key Finding

Global Cosmopolitans experience a complex array of challenges and opportunities when living and working in multiple countries. Linda Brimm provides a comprehensive framework for understanding their journey and communicating it in a meaningful and effective manner.

Business Application

The Seven C's of Change and Development can help Global Cosmopolitans understand and articulate their diverse experience with transition and change to help them personally and professionally.

Linda Brimm named a new breed of individuals – “Global Cosmopolitans” – in her first book, *Global Cosmopolitans, The Creative Edge of Difference*. Global Cosmopolitans are this generation's rapidly expanding and talented population of highly educated, multilingual people who have lived, worked and studied for extensive periods in different cultures. They have grown up in a new political/economic context and technological reality that has significantly impacted their worldview and skill set. While some of their strengths pose issues for the individuals and the organisations for which they work, their backgrounds and their life histories make them particularly suited to this new organisational reality. Along with conceptualising and naming this phenomenon, the ideas in this book are illustrated with the stories of selected interviews with Global Cosmopolitans. Included are both frameworks and techniques useful to a much larger audience of individuals and organizations interested in life and career development, as well as the peculiarities of composing a global life. One particular example is the “Seven Cs of Change and Development”, which provides a framework for looking at change and transition.

Linda Brimm's new book (2018) is *The Global Cosmopolitan Mindset; are Lessons from the New Global Leaders*. The book based on interviews with Global Cosmopolitans at different life stages and garners insights from those on the front line of the global economy. She describes how they understand the life dilemmas and opportunities implicit in navigating the rapidly changing global environment and how they learn from the lives they are creating. These are people using the expertise they have developed over their global journeys to manage change, lead organisations, make a difference in the world or create their own ventures. Linda Brimm helps us understand what they have learned and how this global learning opportunity has contributed to the development of a Global Cosmopolitan Mindset and Skill Set, how they create new chapters in their already interesting lives and how they are particularly suited to contribute to and develop global organisations.

Read more:

Brimm, L., (2010). *Global Cosmopolitans: The Creative Edge of Difference*. London, UK: Palgrave Macmillan.

Brimm, L., (2018). *The Global Cosmopolitan Mindset: Lessons from the New Global Leaders*, London, UK: Palgrave Macmillan.



Brimm, L., (2017). Personal Letter about the importance of Global Cosmopolitans Dear CEO: Personal Letters from the World's Leading Business Thinkers, London: Bloomsbury Business.

Brimm, L., (2015). "How to Embrace Complex Change", Harvard Business Review, 93(9), 108–112.

Linda Brimm is an Emeritus Professor of Organisational Behaviour at INSEAD. Along with her teaching, Dr Brimm created and ran the psychological service for the MBA programme at INSEAD. Trained as a clinical psychologist, she works with individuals, couples and families at a centre she co-founded in Paris.

Research Interests: identity development, diversity and change; managing workforce diversity; development of people's lives and careers.