

linking people intercultural

The advantage of diversity lies in using differences, not just living with them.

Schneider/Barsoux

To learn about culture is to learn about yourself.

Edward T. Hall

Connecting diversity for success!

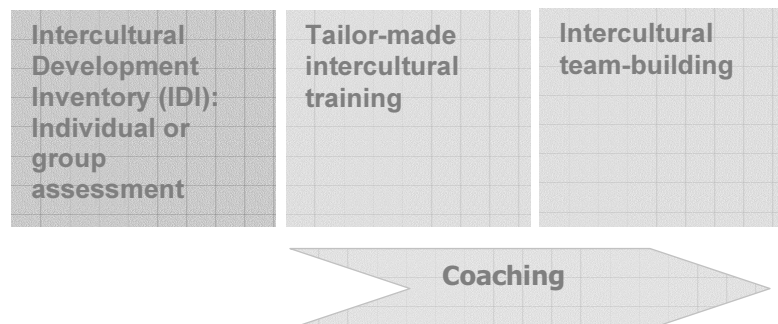
Whether we like it or not: culture influences our behaviour. More and more people from different cultures co-operate. Our perceptions and behaviours are based on cultural values which profoundly influence our relationship and our daily work. Intercultural challenges are like a thread running through all of our activities: leading people, negotiating, working in a multicultural team or managing projects. Culture can be a powerful force that can undermine or propel business success.

Perceiving cultural differences, working with them effectively and using the resultant synergies will lead to added value. New ideas and innovations arise by recognising and accepting both cultural differences and similarities.

How can I help you?

Intercultural competence unfolds by reflecting on one's own behaviours and attitudes towards other cultures. Not only is it the discovery of others, but also a rediscovery of self. Simply adapting to different cultures is not enough.

Intercultural training and coaching can make you aware of your level of intercultural sensitivity and your ability to interact with different cultures, improving your intercultural skills. By sharpening your intercultural perception and behaviour you will be able to use cultural differences to your advantage.



**Have you ever
thought about it?
How do YOU handle
cultural differences?**

Individual or group assessment: Intercultural Development Inventory (IDI)

The Intercultural Development Inventory developed by Milton Bennett is an empirical measure of 'intercultural sensitivity'. It generates an individual or group profile of 'worldview orientation to difference', which indicates the capacity for exercising intercultural competence and identifies the issues that are limiting or facilitating development of intercultural competence. For this, you are asked to fill out a questionnaire. The results show your current state of intercultural sensitivity. Based on your results a tailor-made program will be developed to improve your intercultural skills and allow you to build more positive and effective cross-cultural relations that increase your success.

**Do you recognise
differences? Do you
use them to your
advantage?**

Intercultural Training

During these workshops, you'll work on specific cultural issues with the aim of making you aware of your own culture and of how to improve your cultural competence. You will learn how to recognise, respond to and avoid misunderstandings based on cultural differences.

Topics include:

- Building awareness of different cultural values and attitudes and their impact on your daily work
- The influence of cultural value systems on daily business interaction such as leadership, project management, team work or differences in working styles
- The influence of communications styles and strategies on business
- Recognising potential cultural conflicts and how to prevent them
- Country-specific knowledge and background information

Does your multicultural team meet its goals and work efficiently?

Intercultural Team-Building

Aside from the usual structural and individual differences, multicultural teams have to be aware of their cultural diversity. Research shows that as a result, a multicultural team is either highly effective or highly ineffective – it follows different principles than a monocultural team.

Effective team building can support you in building a multicultural team that is able to reach its potential, fulfil its tasks and produce results.

The aim of intercultural team-building is:

- To recognise the diversity of the team and to increase awareness of the different cultural value systems
- To prepare the ground for successful co-operation within the team, exploiting the cultural differences
- To optimise the co-operation within the team in order to reach sustainable results
- To lead a multi-cultural team effectively

Coaching

Coaching supports you through cultural challenging situations.

Coaching is available as a single step or in combination with intercultural training.

Services available are:

- Individual coaching: face-to-face or on the phone
- Team coaching to reach your specific goals

Interested?

Please feel free to contact me for further details.

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Deepen your knowledge and reflect on your cultural challenges!

To be surprised, to wonder, is to begin to understand.

Jose Ortega &
Gasset