

With intercultural Learning to intercultural Competence

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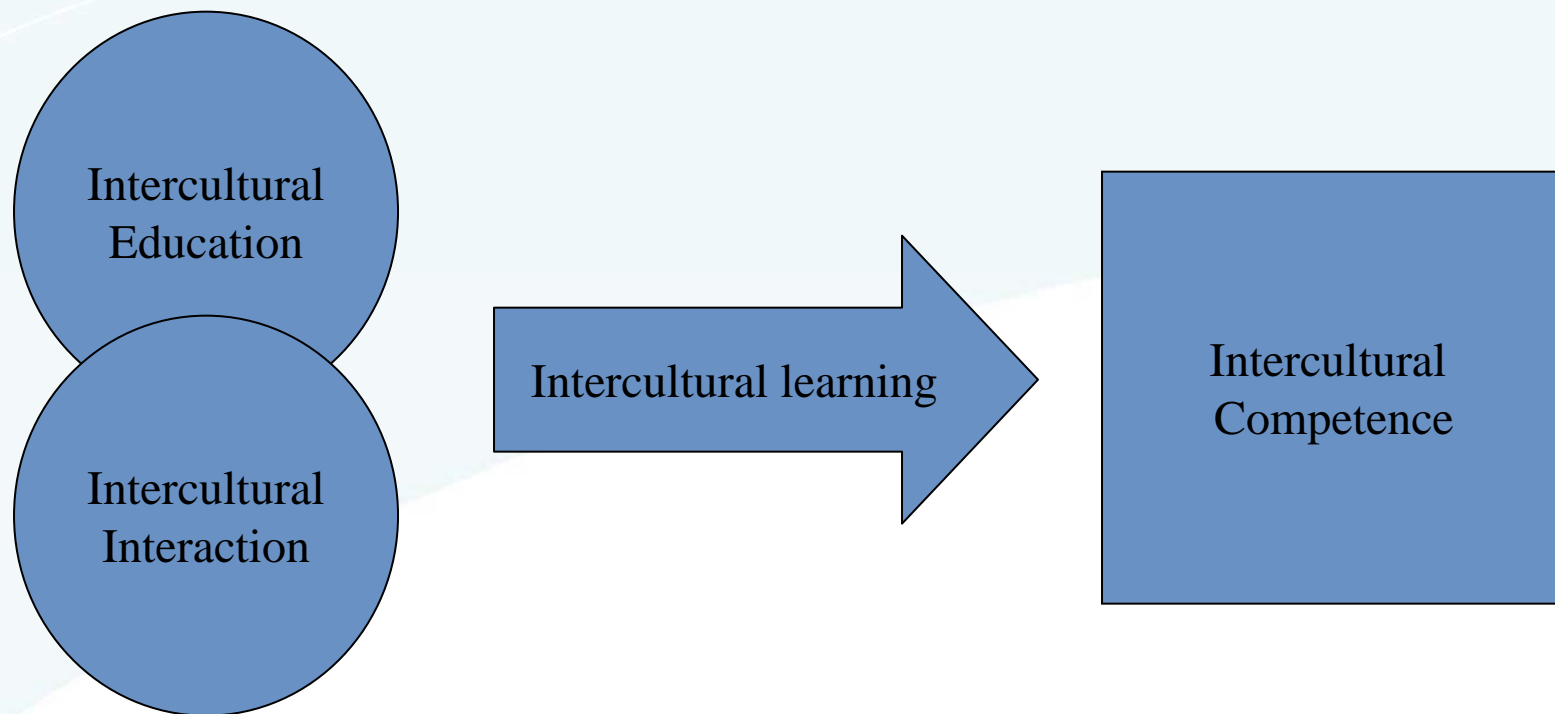
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Intercultural Learning: A process

Starting Point → Process → Result



What is „everbody“ doing?

- **Companies focus on expatriate preparation**
- **Most action to develop intercultural competence will happen before the interaction itself**
- **Intercultural training appears to be a once in a lifetime thing**
- **There is nearly no training including members of a foreign culture**
- **There is no measuring of training success**
- **Coaching and mentoring are nice to have but not common**

Based on a study by Carl Duisberg Centren and Böning-Consult in 2009

Best practise: What our big costumers are doing

- **Trainings for international working departements**
- **Culture awareness trainings for international Managers**
- **Culture specific preparation of Expatriates**
- **Intercultural companionship for international projects**
- **multicultural teamtrainings**
- **language training**
- **Seminars open for every employee**

Stages of intercultural learning

1. To see and accept that human behaviour is generally based on culture.
2. Ability to recognize strange cultural patterns without having to judge them.
3. Identify own cultural standards and knowing their effect on own behaviour.
4. Getting more knowlegde about how to interpret the standards of a specific culture.
5. Developing real understanding and respect for strange cultural patterns.
6. Extension of one owns cultural options: being able to choose between cultural options depending on situation and reason.
7. Developing constructive and satisfying relations to and with members of a strange culture.
Being able to handle intercultural conflicts practically.