

A FRIENDLY, MULTICULTURAL WORKPLACE

Module V

INTERCULTURAL COMMUNICATION: Culture map by Erin Meyer

OBJECTIVES

The material in this module will enable to:

- increase knowledge on **cultural differences affecting cooperation**;
- increase knowledge on how to **establish rules for cooperation** in multicultural teams;
- increase **openness to cultural differences**;
- increase motivation to **take conscious action for quality of cooperation** in multicultural teams.

SUGGESTIONS FOR TRAINING EXERCISES

1. **Holiday memories.** Invite participants to share memories of their holidays abroad. Discuss what participants found strange about dealing with people from another culture. Think about where the differences might come from.
2. **Where is Poland?** After having presented the eight dimensions of intercultural differences defined by Erin Meyer, ask participants to consider where Poland and its closest neighbours are located on each of them. Then present the chart from the presentation. Discuss how the differences presented affect our contacts with our closest neighbours.
3. **Principles of cooperation.** Invite the participants to a joint discussion on what the principles of cooperation in Polish-Ukrainian and/or Polish-German teams should look like.

SUGGESTIONS FOR FOLLOW-UP QUESTIONS FOR THE DISCUSSION

- ✓ *How would you describe the culture of your organisation taking into account the eight dimensions defined by Erin Meyer?*
- ✓ *How would you describe your personal cooperation styles and needs in terms of the eight dimensions defined by Erin Meyer?*
- ✓ *Which of the described differences bother you most in multicultural cooperation? What can you do to reduce this tension?*