

MULTICULTURAL TEAM-BUILDING WORKSHOP (Customized)

OVER-RIDING OBJECTIVES

- To address incompatibilities within the workforce caused by differing culturally-driven work behaviors.
- To develop within the group an understanding of how cultural diversity impacts team functions and working together, so that participants will be able to enhance their skills and strategies for effectively working within an intercultural team.
- To increase work-efficiency by developing synergistic attitudes and behaviors towards company-related goals and objectives.

PRE-PROGRAM PROCEDURES

- Meet with management and fine-tune the needs and expectations and to obtain actual incidents that can be used as scenarios and case studies.
- Conduct a pre-program survey of the cultural diversity within the team via personal questionnaires to each participant.
- Rework the scenarios and case studies into break-out group exercises.
- Formulate interactive multi-cultural training program addressing the stated outcomes.

SPECIFIC WORKSHOP OUTCOMES

- Increased understanding of culture's impact on team building & team functions so that leadership skills are fine-tuned, personal empowerment strengthened w/in workgroup.
- Increased understanding of culture's impact on communication styles and the identification of strategies for communicating with team members from other cultures.
- Increased awareness of differing attitudes towards time-management and project-planning with the aim of aligning the group towards improved efficiency.
- Increased ability to make effective decisions; to be proactive in an intercultural teams.

PROGRAM STRUCTURE

- **Multicultural Participant Groups**
Multicultural groups of 20 to 25 participants drawn from targeted cross-section. Scenarios and case studies are used to learn how to communicate with each other about cultural differences in a safe and non-threatening way.
- **Practical Approach**
Program content directly related to work situations and challenges will be practically applied during the workshop: variety of scenarios, case studies, exercises and activities.
- **Functional Perspective**
Program content is related to company-specific work situations and team functions.