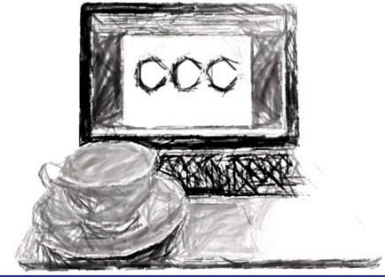




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Please save the date for our upcoming CCC Breaks. All dates are online [here](#).

CCC-Break 3: 19.04.2019. Burning Question: What do cultural competence and change management have to do with each other? What is the use of cultural agility in a fast-changing world, where the environment keeps changing?

In change processes organizational culture very often is taken into consideration, but national culture very often is left aside. This is one of the challenges and the question is how can we make sure that also national culture is considered? In change processes very often power issues (task vs. relationship orientation) is a very big issue, therefore it would be of utmost importance to stimulate intercultural effectivity throughout a change process.

Possible exercise to raise awareness using values during trainings: Speed dating about our three most important values, thereby triggering discussion and translate this to the working environment

Possible sources for activities:

- Barnaga: <https://sites.lsa.umich.edu/inclusive-teaching/2017/07/10/barnaga/>
- Bafa Bafa: <http://intercultural-learning.eu/Portfolio-Item/bafa-bafa/>
- Against all odds: <https://www.unhcr.org/against-all-odds.html>
- On the road with migrants: <https://www.secoures-catholique.org/actualites/en-route-avec-les-migrants-un-jeu-a-telecharger>

Another activity: Use typical challenges of mothers from national magazines, e.g. “My child is always on the phone on social media channels” – this discussion starting point allows people to discuss daily challenges and taking the different approaches into account from an intercultural perspective. Same exercise could be applied in the organizational context, using e.g. leadership examples.

In an agile environment – all rules e.g. concerning hierarchies are put into question. The link to the intercultural topic might be to discuss even more often the values, our way of working and how can we work in a modern flexible way together. Here it is important to create an inclusive environment to find fruitful practices and ways forward.

Even change management is a rather western approach – how can we consider more our cultural similarities and use them in a constructive way? Very often managers are afraid of addressing culture – national and organizational culture alike, as these are perceived as very big topics.

Maybe an agile mindset – as needed in a VUCA or New Ways of Working environment is supporting an intercultural effective way of working together.

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Summary

Thanks for this summary of our CCC Break discussion to:



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Summary



Thanks for the intriguing discussions to our participants:

