

## WORKSHOP **Creating a Third Culture\***

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### **What is the workshop about?**

Intercultural teams are increasingly becoming the norm, rather than the exception, whether operating an international business or in a domestic context. This workshop is based on the notion that culturally determined assumptions, values and beliefs shape our view of the world and therefore our behaviour, and aims to capitalise on these cultural differences to maximise team strengths in intercultural teams.

**The overall goal of the workshop is for the team to create a hybrid Third Culture which leverages the strengths of the different cultures in the team.**

### **What are the benefits?**

- Greater understanding of shared values and expected behaviours;
- Creation of a new team culture – a Third Culture – capitalising on cultural differences and strengths;
- Team ownership of the emerging Third Culture;
- Attitudinal and behavioural change consistent with agreed workplace values and the new Third Culture;
- Enhanced team unity and improved team performance.

### **How is the workshop run?**

This workshop is customised to the client's needs. The format typically involves pre-workshop assessments, a 2 day workshop and follow-up. Our interactive approach – a mix of presentation, cultural awareness building exercises, group discussion and case studies focuses on ensuring that clients apply the newly acquired concepts and knowledge in real business situations. We facilitate the process of defining desired behaviours, and creation of a Team Document of agreed team values and behavioural norms – the foundation for the new team culture. Individual action plans are also drawn up, which define the attitude and/or behavioural changes sought and how to achieve them.

### **Who can benefit from the workshop?**

- Intercultural teams comprised of two or more nationalities;
- Expatriate managers leading teams in a foreign culture;
- Geographically dispersed teams operating in a multicultural setting.

### **iglobal consultant**

Irene Öhler, director and founder of iglobal, has been involved in human resource development for the last 19 years as a trainer, facilitator, project manager, consultant and an executive coach in Europe, China, Brazil, and most recently in New Zealand. Irene is a certified cross-cultural consultant and a Global Executive Coach.

**“... the single biggest barrier to business success is the one erected by culture.”**

Edward T. Hall and Mildred Reed Hall