

# Cultural Diversity and Intercultural Learning **Training Workshop**

## Overview...

...harmonizing differences to enrich human activities!

This workshop deals with the visible and invisible diversity of who we are as individuals, social entities and cultures. It creates the proper and open space to bring forth the taboos and un-stated differences that may exist between us. It further encourages the participants to embrace empathy and acceptance in dealing with others. The intent is to help participants acquire the skills necessary to harness the desired synergies and to nurture meaningful levels of harmony and cooperation.

## Objectives...

Participants will be able to:

- Understand diversity in the workplace
- Explore the politics of diversity – how the political system defines the culture
- Capture the rewards of a diverse workplace – the link between my “whole self” and productivity
- Harness the synergies of the global village

## Audience...

This workshop is designed for all managers and staff who work in multicultural organizations and have to deal directly or indirectly with people from different cultures and ethnic backgrounds. Managers of multicultural teams will also find this program very eye-opening and enriching.

## Outline...

### Defining the landscape

#### Module -1-

##### Understanding Cultural, Visible and Invisible Diversity

- The landscape of cultural diversity
- The external beauty in us all
- My “whole-self” unveiled: taboos and the hideouts

#### Module -2-

##### The Organizational Culture

- The values driving the organization
- The expected (stated) rules and behaviors
- The implicit (un-stated) expectations

#### Module -3-

##### Politics in the Organization

- Establishing the context and Legitimizing individual boundaries
- Exploring “metalogue”
- Bringing the left side into the room

### Intercultural Learning

#### Module -4-

##### Acknowledging Diversity

- Recognizing and legitimizing differences between individuals
- The cultural scale: a shortcut to understanding differences
- The hard part: reconciling the organizational and personal value systems

#### Module -5-

##### Valuing Diversity

- Is diversity to be valued?
- Cultural intelligence
- Confronting my freedom to act on my beliefs

#### Module -6-

##### Progressing With Diversity

- Choosing the truth and owning up to my contribution
- Developing a strategy for building an inclusive workplace
- Developing my personal action plan

## Registration Fees & Schedule...

Fees: **330 KD** per participant. (Group rate is available)  
Schedule: **May 11 & 12, 2008**



For information and registration, please contact:



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