

Minutes of the Fifth Meeting of ESCME Grundtvig Partnership (Modra)

Date: 19.- 23. 2. 2011

Place: Hotel [Majolika](#), Súkenícka 41, 900 01 Modra, Slovak Republic

Participants:

<i>Elisabeth Alder</i>	SK
<i>Jana Špániková</i>	SK
<i>Libor Klenovský</i>	SK
<i>Ján Uriga</i>	SK
<i>Ester Hornyaková</i>	SK
<i>Ingeborg Luij</i>	AUT
<i>Maria Goldmann-Kaindl</i>	AUT
<i>Martin Lion</i>	AUT
<i>Violeta Petrova Georgieva</i>	BUL
<i>Margarita Gancheva Kostova</i>	BUL
<i>Vratislav Strnad</i>	CZ
<i>Alžbeta Nejedlá</i>	CZ
<i>Signe Vesso</i>	EST
<i>Kaupo Saue</i>	EST
<i>Lukáš Bakoš</i>	SK
<i>Kristína Blažová</i>	SK
<i>Kristína Baťová</i>	SK
<i>Richard Brozak</i>	SK
<i>Daniela Drobná</i>	SK
<i>Bohdana Hevierová</i>	SK
<i>Marta Horňáková</i>	SK
<i>Ivana Kondášová-Fajčíková</i>	SK
<i>Rebecca Lüppen</i>	SK
<i>Renatto Pellegrini</i>	SK
<i>Božidara Pellegrini</i>	SK
<i>Kristina Potomová</i>	SK
<i>Peter Seemann</i>	SK
<i>Gabriela Slivinská</i>	SK
<i>Zlatica Stubbs</i>	SK
<i>Lucia Trézová</i>	SK

1st Day – 19th February 2011

- Welcome to the international guests through the Slovakian team
- Warming up and remembering the history of the partnership – lead by Ingeborg Luif
- Common dinner
- Preparing together the following day

2nd Day – 20th February 2011

Workshop together with Slovakian Participants

1. Theme of the Workshop: Process of Cultural Adaption

For successful cultural adaption one has to acquire specific skills like language, knowledge about customs and manners etc. but additionally one has to cope with stress and to develop, change and maintain one's own cultural identity.

Due to migration processes and globalization coaches and supervisors as well as their clients i.e. managers and social workers are confronted with an increasingly multicultural world. Cultural awareness and knowledge about the process of cultural adaption is essential to asses work situations, find better solutions and be successful in Europe.

International workshops are held to exchange experiences and known methods and theories, test and reflect on methods, tools and interventions and to gather and reflect on own experiences with other cultures. Colleagues, students and clients from the host countries are invited to take part in international ESCME meetings in addition to ESCME partners.

2. Agenda:

9:00	Registration
9:30	Welcome, Partnership, Theory and Warming up in the Plenum
10:45	Work in 3 Sub groups
12:30	Break
14:00	3 Sub groups
16:45	Plenum
18:00	Transport back to Bratislava for the Slovakian visitors

3. Participants:

Additional to the ESCME Team that already met on Saturday the following Slovakian participants registered

Lukáš Bakoš, Kristína Blažová, Kristína Baťová, Richard Brožak, Daniela Drobná, Bohdana Hevierová, Marta Horňáková, Ivana Kondášová-Fajčková, Rebecca Lüppen, Renatto Pellegrini, Božidara Pellegrini, Kristina Potomová, Peter Seemann, Gabriela Slivinská, Zlatica Stubbs, Lucia Trézová

4. Welcome, Partnership and Theory

a. Partnership:

Members:



Why ESCME ?

- Supervisors and Coaches support persons and teams in their work.
- The conditions under which people are working are changing

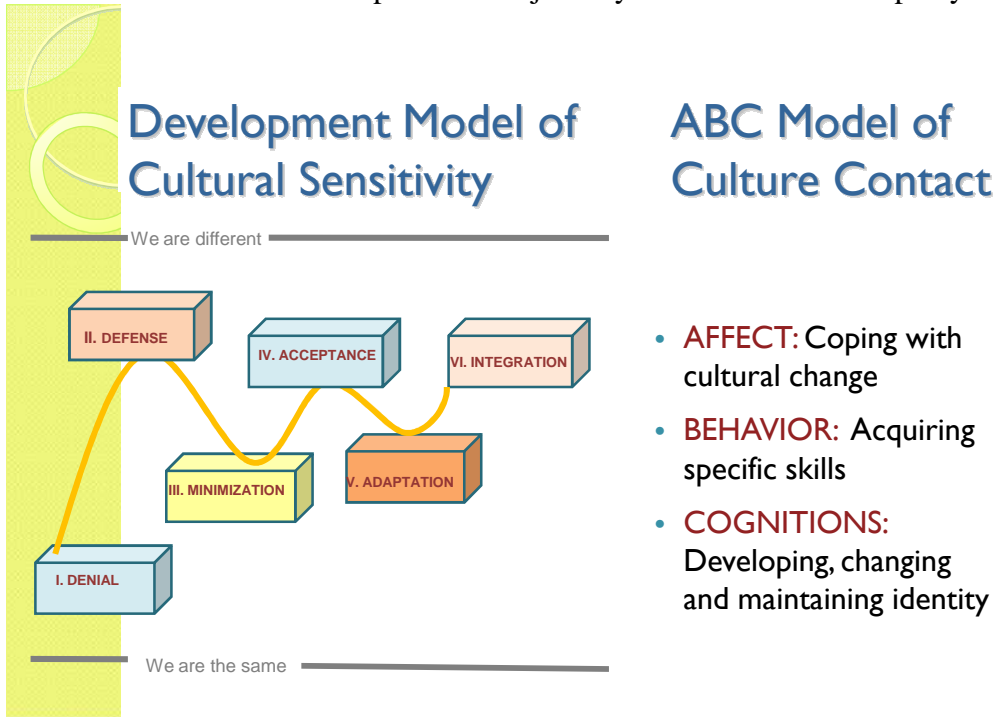


Therefore the ESCME Team has set out for a learning journey.



Theory:

Some models that can be helpful for this journey and for the workshop day



5. Warming up in the Plenum „Foreign Eyes“ a Cultural Dialogue

Pictures referring to Slovakian History were provided. Groups of 1-2 Slovaks and international guests formed.

Questions for the chosen picture – WHAT

- What is the history/story the picture is referring to?
- **international visitors** please concentrate on listening, understanding and asking open questions like: Who, What, Why, Where,
- **Slovakians participants please give the information you have** - feel free to tell stories, your thoughts and personal history – there is no need at all to know all historical facts 😊

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Cultural Dialogue Attitudes – HOW

- Be open and curious
- Suspend your judgment
 - *get aware of your internal pictures and emerging judgments - they are a part of your thinking and tell more about you than about others*
 - *put them aside in order to be able to really listen*
- Listen attentively
- Respect the other and his/her opinion
 - No ~~BUT~~ instead AND!

At the end of this exercise everybody documented his/her learning in the Learning Diaries provided.

6. Three Workshops on Cultural Adaption:

a. Vrat'a Strnad & Kaupo Saue(CZ & EST): MY LIFE WITH THE OTHER CULTURE(S)

Warming- up and introducing ourselves.

1) **Personal work/ self- experience:** You are writing a book about your Life story. There will be about 5 chapters. Name these main chapters, write them to the small cards (helps to sort into sequence later) and write them to A4 with a empty space between chapters (like in the content a book).

2) **Work in Couples-** find a partner. One is interviewing the other and later vice versa. „Let us shortly see the content of these chapters, just from the point of view of managing interculturality, what so ever it does mean.
What are the main keywords you like to tell about this particular situation(s). How did you cope with IC when faced you? (For instance – what did you think about it, what did you do...) Is the way you was and are managing the IC almost the same? (Find keywords for it.) Is there some important change in it? (Find keywords for it.)
They go through all chapters.
They are writing these keywords dawn to the empty space between chapters.
Doing that they have their Life story visible – as a content of a **BOOK OF MY LIFE WITH OTHER CULTURES:** Chapters + keywords NAMING IC STRATEGIES.

3) **Work in small groups,** everybody is sharing their most exciting/ strong/ crucial **intercultural** events/ stories/moments in their life.
What happened?
How did you react? What was your strategy then?
How would you like to respond with awareness?

3 instructions:

First - please share,

Second- choose the most exciting story

Third- prepare to play it out, to share it with other groups, rehearse, if needed - 10 min

Every group will choose one story and put it onto scene, sharing roles, preparing to play it out.

4) **Groups performing** on the stage – 4 Short plays.
Lenght of each max 4 min

5) **Big group sharing-** what did we see, what IC coping strategies (ICCS) we saw?
We all make a list of strategies on a big paper.

Then it is time to reflect on personal ICCS
How? In a new small groups/ in pairs.

Would be good if they make some notes as well.

6) **Reflection, discussion** in small groups: to name successful intercultural adaptation strategies. Everybody is reflecting also on their own favourite/ welldeveloped/preferred/common strategies to cope with intercultural situations and something they see as underdeveloped or what is their challenge, what they would like to try out in their life. Appreciation of what strategies one knows well.

Goal setting- what kind of ICCS to train or expand

Why

When

How

What

With whom

First step

7) **Ending round** in a big group, everybody can express their awareness/ discoveries.

b. Signe Vesso & Maria Goldmann-Kaindl(EST & AUT) - Process of Cultural Adaption

1. Exercise: Please draw the picture about your imagination: how the process of cultural adaption looks like.
2. Exercise: Please find the partner and share your picture.
3. Exercise: Please find another couple and find what are differences and similarities
4. Sharing in the big group – a little self introduction, my experiences about the process of cultural adaption, what is my awareness about myself after sharing the picture in the little group.

Lunch

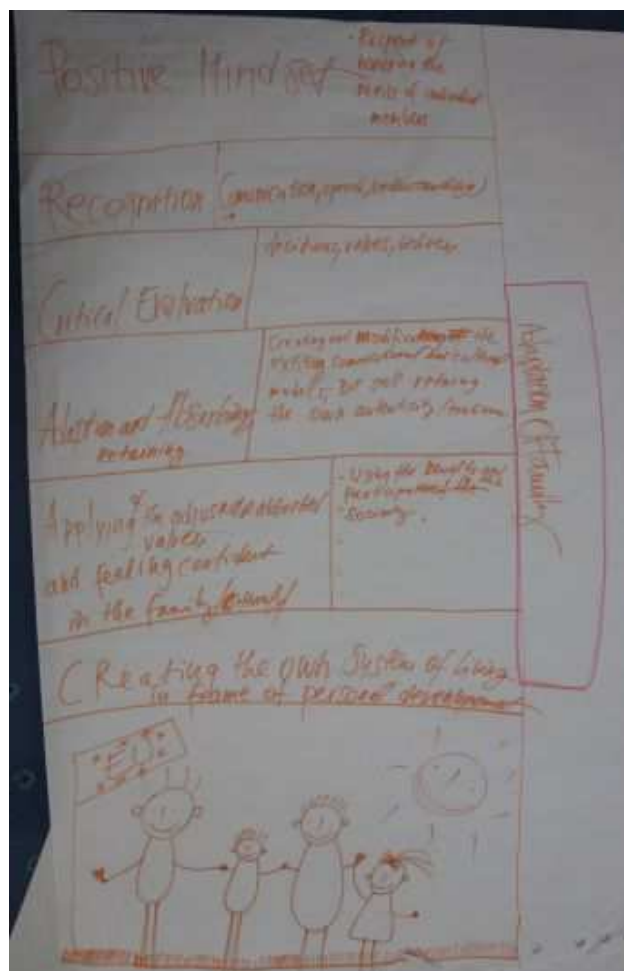
5. Case-study about the Process of Cultural Adaption

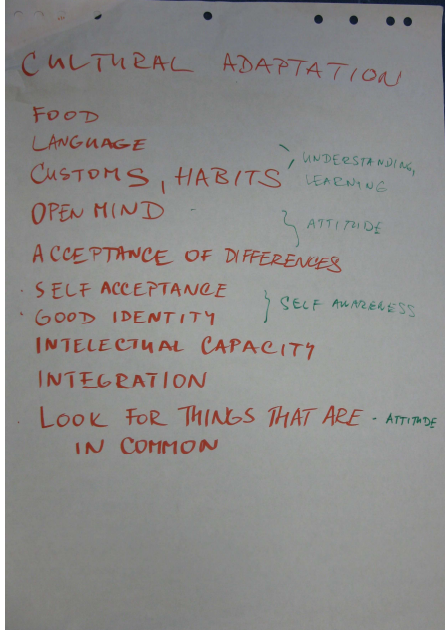
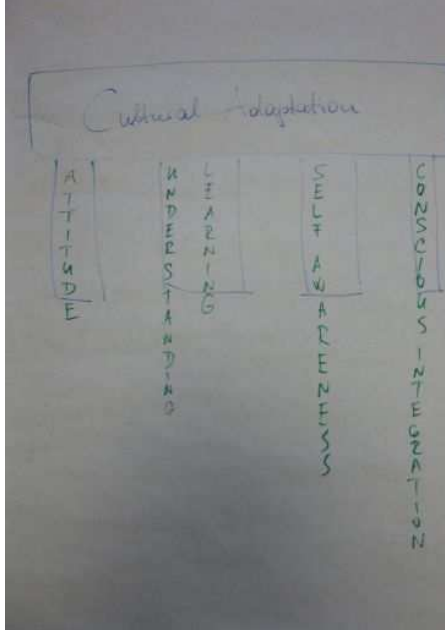
1. Find the real case
2. Case owner told about case ca 10 min and asked the question from the group – what kind of help she needs towards the topic
3. Group members wrote to the little papers 1-2 questions to clarify the case
4. Case owner answered the questions
5. Group members discussed about case, case owner was out of the circle and listened.
6. Group members wrote to the little papers the answer to the case owner question.
7. Group members shared their “answers”, case owner listened and thanked.
8. Final sharing – what I learned about myself

Coffee break

6. Group work – the participants were divided into two groups.
- Task: Work out the theoretical model to the Process of Cultural Adaption
7. Presentation of models.
8. Exercise:
Please take the individual picture of imagination of Process of Cultural Adaption.
Please add to the picture the learning point from this workshop or new awareness
9. Sharing the pictures in a group.
10. Closing the group.

Flips from the Workshop:



 <p>CULTURAL ADAPTATION</p> <p>FOOD LANGUAGE CUSTOMS, HABITS } UNDERSTANDING, LEARNING OPEN MIND } ATTITUDE ACCEPTANCE OF DIFFERENCES SELF ACCEPTANCE } SELF AWARENESS GOOD IDENTITY } INTELLECTUAL CAPACITY INTEGRATION LOOK FOR THINGS THAT ARE - ATTITUDE IN COMMON</p>	<p>Cultural Adaption</p> <p>Food Language Customs, habits</p> <p>Open Mind Acceptance of Differences</p> <p>Self Acceptance Good Identity</p> <p>Intellectual capacity Integration</p> <p>Look for thing that are in common</p>
 <p>Cultural Adaption</p> <p>ATTITUDE UNDERSTANDING SELF AWARENESS CONSCIOUS INTEGRATION</p>	<p>Cultural Adaption</p> <ul style="list-style-type: none"> • Attitude • Understanding & learning • Self Awareness • Conscious Integration

c. Alžběta Nejedla & Sissi Alder (CZ & SK): Following Benett's map of Cultural Adaption – a Discovery Journey

We want to take you on a learning journey reflecting and experiencing several steps of cultural adaption. For that journey we use the Developmental Model for Cultural Sensitivity of Benett as a first rough map.

Introduction, theory – country culture

After introducing the cultural roots of the facilitators and giving some basic theory on culture and diversity we started with a Minilab on Country Culture in two subgroups.

After this the participants were invited to answer to introduce themselves under the motto: *Every human being is unique as well as every culture is unique!*

- Your personal basic assumptions
One controversial in your country culture
- What are you very unusual/unique at (different than the others, interesting,...)?
- How are these findings typical for your culture (is your uniqueness typical for your culture uniqueness or you are very unique even within your own culture)?
- Were these findings surprising? By what?

Reflection: the group shared experiences and learnings of the morning

Role plays:

After lunch role plays were done – one concentrating on different country culture the other one on different professional culture. The aim was to develop sketches – to overplay and having fun.

People acted as experts for their culture – teaching the other ones to do the sketch in the right way.

Model situation reflection:

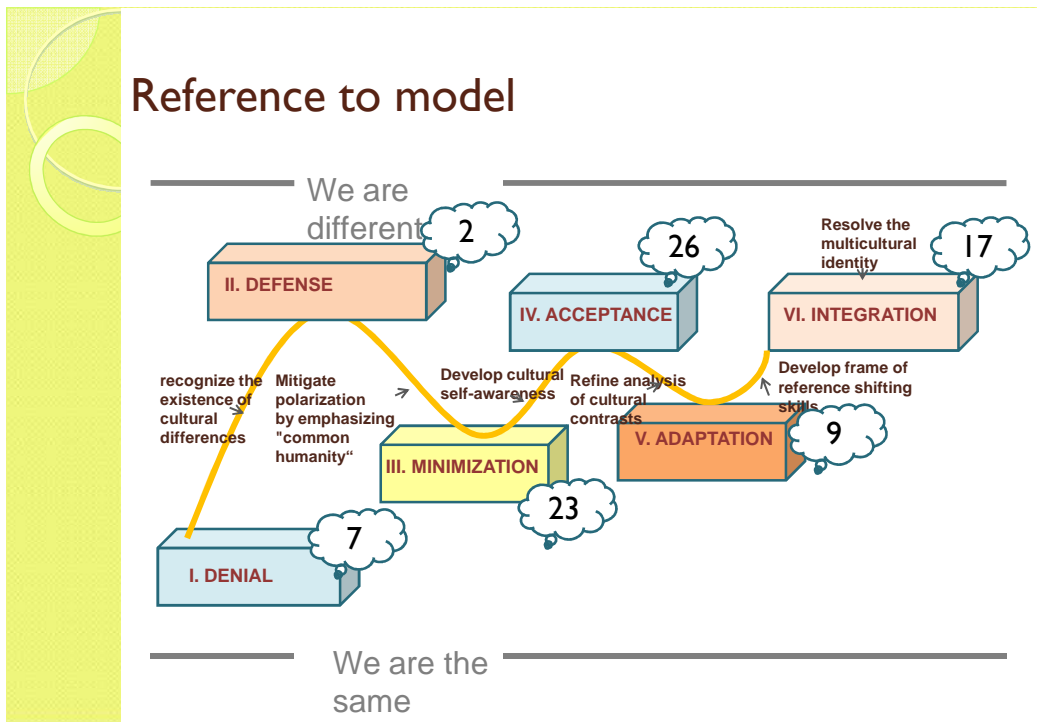
The body feeling of playing the role of the person from another culture gave immediate deep insights and understanding.

The most important learning has been gathered for the presentation:

- Culture is the most powerful from all contexts (possible contexts) organizing our behavior.
- Thinking of culture in anecdotic way is easy and funny – but you learn most when you think about your identity inside cultures
- Easy to talk of cultures hard to be personal
- The best thing to understand cultures is to live them (=> role playing)
- Experience > education
- Other countries may be mirrors of us
- Analyze own culture before judging others

- Adaption in foreign country/culture is sometimes necessary
- We stereotype our old culture for no good reason

Short comparison of our findings to the results from the questionnaires model:
Playing the role play was a step to adaption.



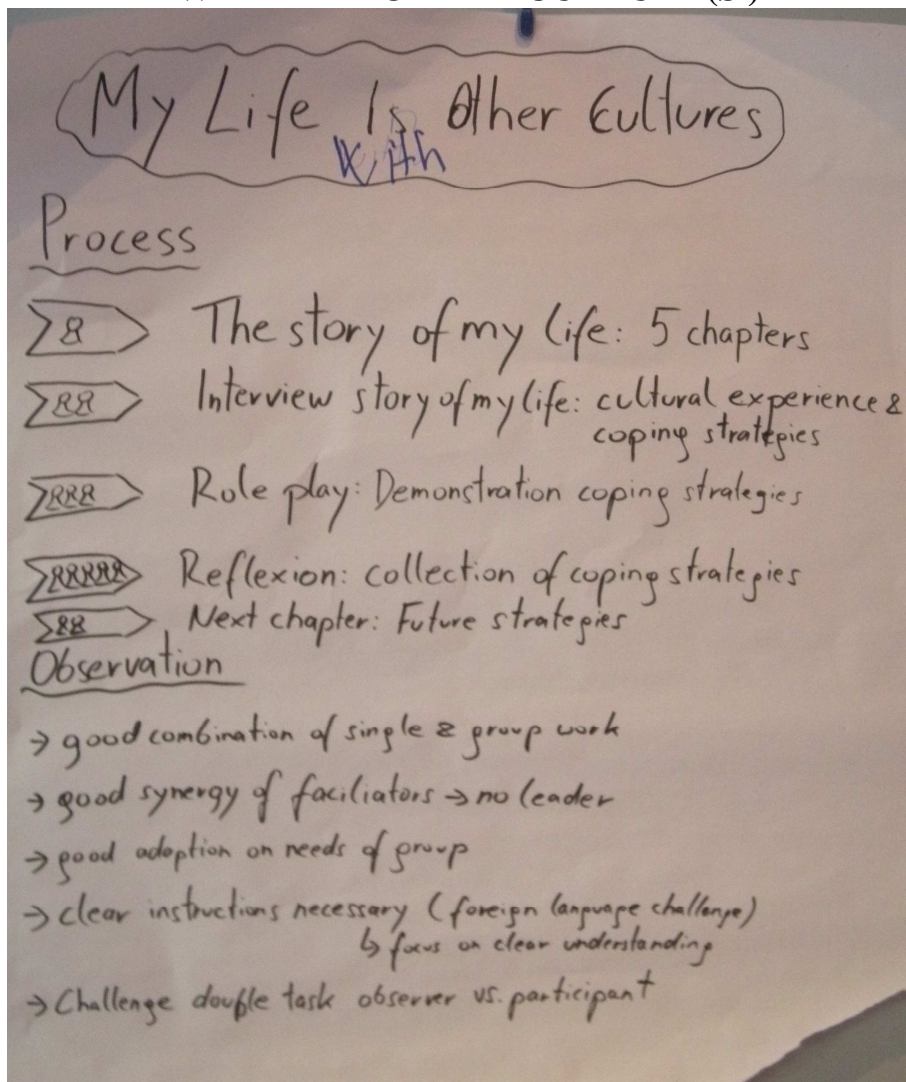
7. Plenum:

- Short presentation of all 3 Workshops
- Distribution of Certificates of Attendance
- Feedback :
The participants express their opinion, that they have learned a lot about their culture and other cultures.

3rd Day – 21st February 2011 Work in the International ESCME Group

1. Presentation of the Observations from the Workshops:

a. MY LIFE WITH THE OTHER CULTURE(S)



My Life with Other Cultures

Process

- >8 The story of my life: 5 chapters
- >RR Interview story of my life: cultural experience & coping strategies
- >RRR Role play: Demonstration coping strategies
- >RRRR Reflexion: collection of coping strategies
- >RR Next chapter: Future strategies

Observation

- good combination of single & group work
- good synergy of facilitators → no leader
- good adoption on needs of group
- clear instructions necessary (foreign language challenge)
↳ focus on clear understanding
- Challenge double task observer vs. participant

b. Process of Cultural Adaption

[CONCEPT OF ADAPTATION]

↳ CONTRIBUTES of the Atmosphere in Workshop

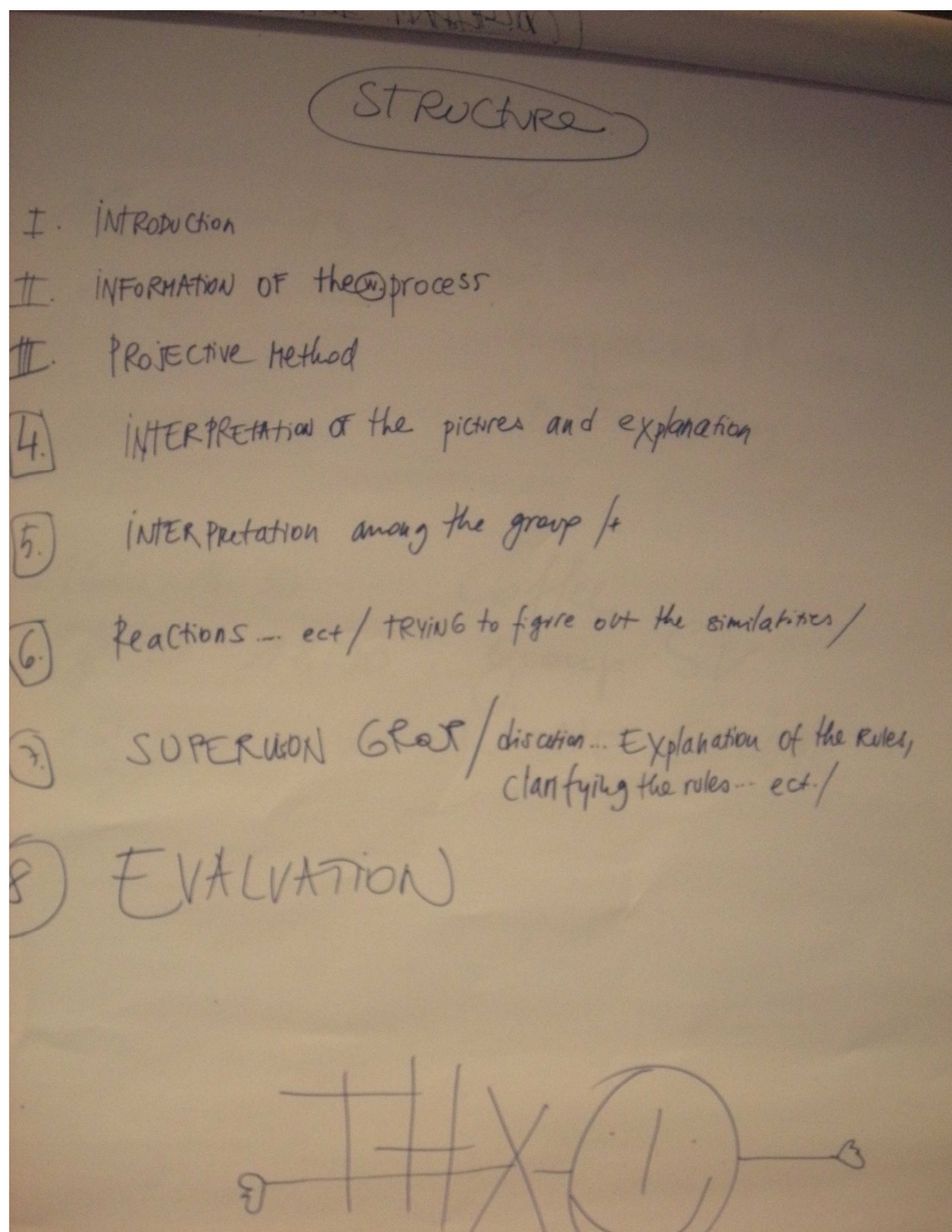
- ① We didn't have special points to follow or observe
- ② CONFUSING in frame of observers & participant
- ③ GREAT Preparation process and Coordination of the facilitators

↳ I. Perfect flexibility of facilitators → (following the needs of the group; great work with group dynamics/behaviour... etc)

↳ II. Professionalism / Authenticity of Facilitation

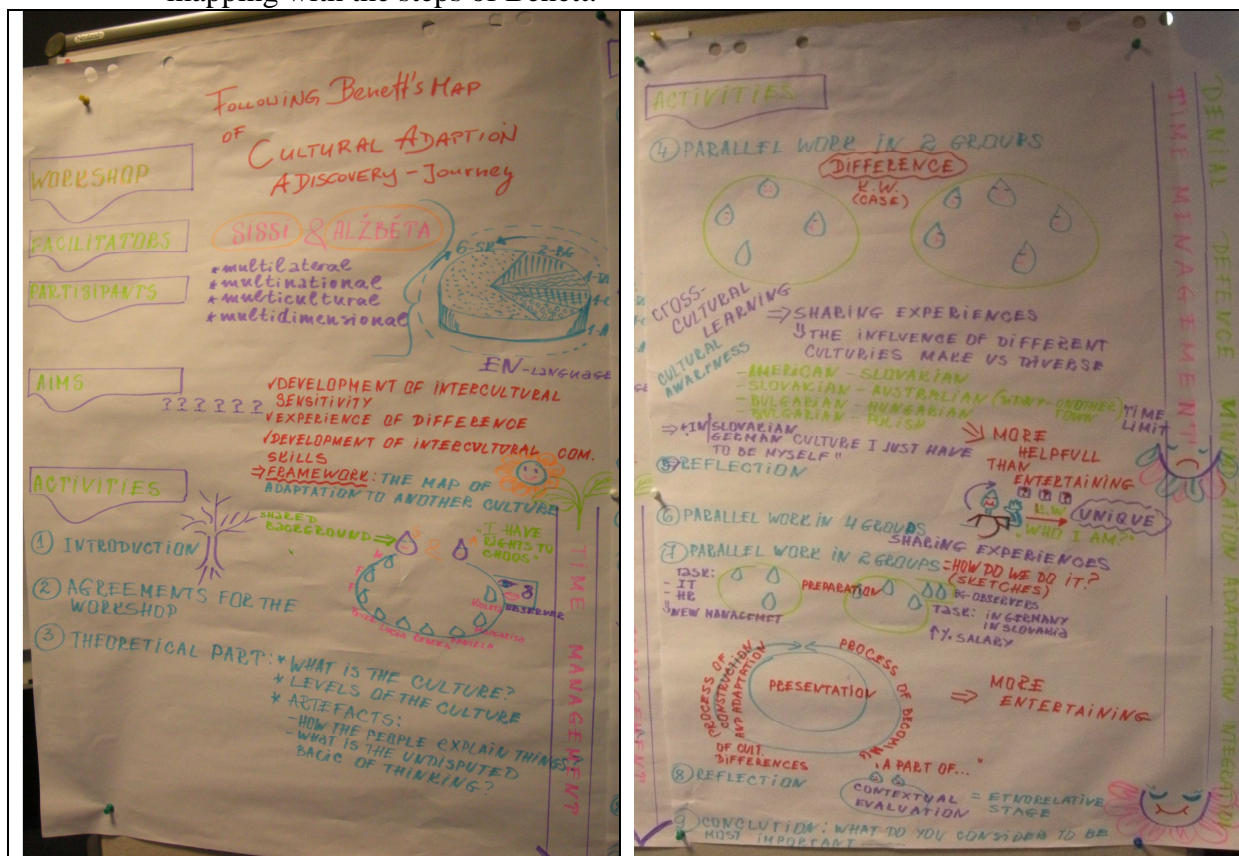
↳ III. Facilitator created the SPACE FOR DISCUSSION AND EVALUATION

↳ IV. (Created creative space for change and prepared the space for multicultural dialogue and adaptation.



c. Following Benett's map of Cultural Adaption – a Discovery Journey

Documentation of Facilitators, Participants, Aims, Activities, Project but also mapping with the steps of Benett.



2. Culture Program in Modra:

- Visiting the Stur museum
- Walk through the town
- Visiting the Majolika Factory

3. Group Supervision and Reflection:

The Austrian team brought a case for group supervision, which included cultural aspects. There was nobody volunteering for the role of supervisor. Discussions, whether “it is possible” to bring a case – which is not your own - and do supervision as a role play was discussed for a long time.

The developing group dynamics was reflected and discussed.

4th Day – 22st February 2011 Planning the project and the advanced training in Vienna Documented in other document “Planning Modra”