



Developmental Intercultural Competence: Cultural Detective, Personal Leadership, and the DMIS



A transformative professional development course

The ability to collaborate productively and enjoyably across cultures is more important than ever, whether we focus on communicating with elderly parents or teenaged children, or on building trust and producing results with colleagues at the next desk and across the planet. But what do theory and practice tell us about how to gain maximum effectiveness?

One exceptionally rapid and proven way to successfully improve cross-cultural competence is to use the MashUp: a natural and powerful combination of two leading intercultural competence development processes: Cultural Detective (CD) and Personal Leadership (PL).

This four-month course will transform your personal and professional practice. It will enable you to use the MashUp in a developmentally appropriate manner to support and stretch learners at all stages of intercultural development. Coursework will be conducted virtually, allowing you to complete the assignments from your office, home, or during travels. It will be facilitated by Dianne Hofner Saphiere, Heather Robinson, and Barbara F. Schaetti.

Outcomes

Those engaged in improving intercultural productivity and effectiveness (coaches, managers, teachers, trainers, administrators, professors) will graduate from this course ready to use a state-of-the-art, intuitive, and highly adaptable process for developing skills and competence in various environments: international education, study abroad, multinational teams, mergers and acquisitions, managerial development. You will also be ready to jump-start your own productivity, gaining greater satisfaction from your efforts.

What to Expect

Learning will occur on many levels simultaneously and via multiple media. Your comfort zones will be stretched and your abilities expanded, as you work on your own and with partners across distance and difference to summarize and apply your learning. Please plan to dedicate **two to three hours per week to the various learning activities**. Methods will include:

- Individual reflection and practice
- Pair or small group work by phone, Skype or meeting space
- Five two-hour highly interactive, synchronous classes, called facilitated online learning events or FOLEs.

Participants will receive a copy of all graphics and handouts, text copies of all online notes, and will have access to audio-visual recordings of the synchronous class sessions.

If you are interested in this course but your schedule dictates that you will need to miss one (or even two) of the FOLEs, not to worry! You will receive a URL after each online class giving you access to the full audio/visual recording of the session. While not quite as good as actually participating, it allows you to receive the learning offered through the session even if you can't attend the session itself. In other words, you can miss a FOLE or two and still reap the full benefit of the overall course.

Curious about what one experienced, lifelong expat had to say about the learning methods used in this course, just three weeks into it?

“I find this approach to learning a revelation, after more than 30 years in the learning and development field. It is a very powerful, iterative process that reinforces the learning. First I read the pre-reading material, then I participated in the online class, which itself was very

stimulating. I then reread the pre-reading, and then in a coffee shop over the weekend I re-watched the podcast of the class. I found going through the class a second time that I got an enormous amount more out of it than the first time, because I was able to pause, go back a bit, and reflect on what I had seen/heard. Then making contact with a learning partner, and us both writing down our thoughts, and then having a conversation about our views was again powerful. Finally, preparing the project brought it all together. Compared to where I was two weeks ago in the area of intercultural communication, I feel I have had an excellent start on the journey, where the journey is what matters, because in reality we never reach the destination, we will always be travelling.”

Course Schedule

Please plan to dedicate two to three hours each week during the length of the course for learning activities.

September 12 - 18: Activity 1 and Project 1

September 19, 14:00-16:00 GMT: Online class (FOLE 1)

September 20 - October 9: Activity 2 and Project 2

October 10, 14:00-16:00 GMT: Online class (FOLE 2)

October 11 - 30: Activity 3 and Project 3

October 31, 14:00-16:00 GMT: Online class (FOLE 3)

November 1 - 20: Activity 4 and Project 4

November 21, 14:00-16:00 GMT: Online class (FOLE 4)

November 22 – December 11: Activity 5 and Project 5

December 12, 14:00-16:00 GMT: Online class (FOLE 5)

December 13 – 21: Final Project

Takeaways

Concrete items that course participants will receive include:

Models and Tools for Using the MashUp Developmentally

1. CD/PL MashUp Double Helix
2. CD/PL MashUp Flow
3. CD/PL MashUp Process Map
4. CD/PL MashUp Critical Incident
5. Bennett-Saphiere MashUp Table (Recommendations for using the MashUp specific to the issues of each DMIS position)

Key Tools and Contextual Information for Each Core Process

6. CD Worksheet
7. PL Short-form CMD Mind Map
8. PL and DMIS articles
9. CD video clip

Informal Techniques for Assessing Intercultural Development

10. Assessing words and phrases
11. Assessing energetics
12. DMIS Assessment Quiz

Course Resources for Reference

13. Access to audio-visual recordings of online classes
14. Text data from online classes
15. Contact info of course participants, for continued networking and learning

Requirements

High-speed Internet access is necessary for full participation; a headset is recommended. Familiarity with at least one of the models (CD, PL, DMIS) is highly recommended though not required.

Fees and Registration

The fee for this class is US\$1675.00. Attendance is limited to 20 people. Register now to ensure your place! To register, please visit the Cultural Detective website:
<http://www.culturaldetective.com/services#MASH>

Testimonials From Past Participants

- “I feel like the MashUp of Cultural Detective and Personal Leadership adds a fullness to the work I am doing... I can see many more ways to approach the same idea — like the many facets of a diamond!”
- “I apply the MashUp of Cultural Detective and Personal Leadership to myself when I am frustrated with or judgmental of those at a different place on the DMIS, to more effectively bring them along in my training and coaching.”
- “The MashUp of Cultural Detective and Personal Leadership brings me deeper connections with myself and with others.”
- “What an energizing learning experience, both in cutting-edge ideas and presentation! I’m already using the MashUp in all the work I do.”
- “The Mashup is a powerful way to move past intellectualizing culture into action. It is whole and systemic focusing on all levels of system — individual, interpersonal and global.”
- “This is an excellent approach to understanding how the DMIS influences our day-to-day interaction with difference and how we can use CD/PL to manage our personal reactions while leveraging the strengths of difference in positive ways.”