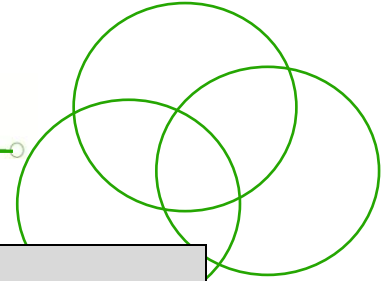

**Curriculum for ½-day Training:**

## intercultural competence and reflective discussion

Time	Activity	Material
10min	Welcoming Words	ppt
	Presentation of Trainers/Organization	
	Presentation of TDAR	
<b>CULTURE</b>		
15min	<b>Group-Work „Culture“</b> <u>Group 1:</u> My „own“ culture... <u>Group 2:</u> My biggest intercultural misunderstanding ... <u>Group 3:</u> This is what I have learned from another culture/ person from another culture ... <u>Group 4:</u> My biggest challenge when working with other cultures ... Groups rotate from Flipchart to Flipchart and answer with headwords	4 Flipcharts with key questions
10min	What is culture? – Iceberg	ppt
30min	The touching story of Abigail 1. each participant should do a list from best to worst character. 2. form groups – one list for the whole group	Handout
10min	What is „interculture“? – two icebergs (colliding)	ppt
<b>COMMUNICATION</b>		
3min	direct-indirect communication	Video „My glas is empty“
2min	Communication in care: who is involved?	ppt
20min	How does communication work? – Communicative exercise 1. form pairs, partners sitting back to back 2. one partner describes the figure on the handout – other partner needs to draw but remain completely silent. 3. 2nd time – both partners are allowed to speak (but not see) 4. evaluate why communication was difficult + what could be done to improve → levels of communication	ppt Handouts Exercise
5min	Levels of communication: (inter-)cultural perspective	ppt
5min	direct-indirect communication: care-workers have to be „open, direct and honest“	ppt



PERCEPTION		
2min	Awareness test 1: How many passes, ...	Video basketball
3min	Awareness test 2: Whodunnit?	Video Whodunnit
5min	Analysis of Perception <ul style="list-style-type: none"> <li>- <i>selective</i></li> <li>- <i>dependant on previous experiences</i></li> <li>- <i>dependant on perspective</i></li> </ul>	
5min	Change your perspective: poor cat?	Video Cat
[125min]		
10min. PAUSE		
MODERATED REFLECTIVE DISCUSSION		
	Situation: A new colleague is coming to work with the team.	ppt
	<b>Groupwork:</b> Who is going to be affected? <ul style="list-style-type: none"> <li>- <i>Management</i></li> <li>- <i>Team</i></li> <li>- <i>new foreign co-worker</i></li> <li>- <i>inhabitants</i></li> <li>- <i>Relatives...</i></li> </ul> For each group participants reflect about: <ul style="list-style-type: none"> <li>▪ I feel ...</li> <li>▪ I am afraid that ...</li> <li>▪ I wish ...</li> </ul>	ppt
	<b>Moderated reflective discussion:</b> <b>Topic:</b> How can we integrate colleagues with an immigrant background even better in the future?	moderation-sheet
	<b>Conclusion</b> <ul style="list-style-type: none"> <li>- Summary of the Training</li> <li>- Summary of TDAR-Approach</li> <li>- Feedback</li> </ul>	ppt Feedback-Forms