

# Development of the program of intercultural training

Homework 3

# Content of the Task

- The purpose of this homework is to develop skills of creating intercultural training programs.

You'll have to prepare a program of intercultural training for international organizations in a form of presentation(next module, we will define data when timetable will be available).

- The requirements to this homework are presented below.

# Sample structure of intercultural training program

Program structure:

1. The goal of the training
2. Objectives of the training
3. The Audience of the training (the participants, their posts, their number)
4. The theoretical background of the training
5. The Content of the training. In this section you will present the main themes, to which the training will be devoted, the purpose of each topic, duration, content (a brief description of the main exercises). You should also describe the expected effects of each topic (what psychological constructs will change in the mind of the participants, what will the participants learn).
6. The expected effects from the training in a whole.
7. The expected sustainability of these effects.
8. Required tools (money, facilities, equipment)

- To ensure that you have an idea of what is the effectiveness of the intercultural training, you need to read the below written article before starting to write the program:

J. Stewart Black and Mark Mendenhall. "Cross-Cultural Training Effectiveness: A Review and a Theoretical Framework for Future Research," *The Academy of Management Review*, Vol. 15, No. 1 (Jan., 1990), pp. 113-136.

I will send this paper to your group e-mail.

## The targeted audience of the training

- You should choose the targeted audience of the training. It can be the managers of any country, who are traveling to another country for a long or short period of time. It can be the managers of the company, who need to work together with other managers or staff from another country due to a merger of companies, it may be members of a multicultural working group who need to adapt to work as one team etc.
- You should choose the industry in which the company is dedicated to and the country.

# How to present the results of the work?

- You should present the results in the form of a presentation at the seminar.