

Bratke, Burkhard

Developing intercultural competency as a continuous team effort - Presentation 30 mins -

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Abstract

What happens to a course participant after an intercultural seminar is over? Depending on the quality of the follow-up activities, it might well be that he is left alone with the processing of the course material as well as its application to daily (business) life. A corresponding development of his intercultural competency then happens more or less unconsciously, if at all.

The team situation provides an ideal environment for the provision of means to consciously develop the team's members intercultural competencies - knowledge, skills and attitudes - in a structured way along with the regular team work. I.e., after the intercultural trainer left, informal learning and reflection within the team should be encouraged and should to a certain extent even be included into work/project schedules. The more team members are able to communicate their observations and impressions with respect to cultural matters, the fewer problems will result from diversity, and the better the overall team performance will be.

The presentation will elaborate on the effects of this approach on the set-up of training programs and on company/project routines.

Learning outcomes for participants

- Recall the different aspects of (intercultural) competence and their impact on the design of training programs
- Understand the necessity of appropriate team activities subsequent to an intercultural training
- Identify options for the implementation of these team activities into work/project routines

Profile

Technical training outline and development, presentation training and coaching as well as intercultural training are Burkhard's major areas of expertise. He transfers his in depth knowledge and experiences from more than 15 years in the European space industry as a development engineer, project manager and astronaut trainer to his clients.

Burkhard has been a speaker at international conferences. He is a member of the German Speakers Association. He has delivered his training programs to companies like Sanofi Aventis, Galileo Industries and Prometheus as well as to institutions like the Universities of Freiburg and Braunschweig and the DEKRA Academy in Freiburg. Due to his various assignments in the European space industry Burkhard speaks German and English fluently, and additionally he has a working knowledge of French.