

Dr. Kazuma Matoba

Managing diversity for third-culture building

-Presentation 30 mins –

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Abstract

When diverse cultures come together, differences are often resolved using strategies such as assimilation or taking turns. Creating a “third culture” is an alternative which honors diverse cultures as threads in the rich weave of a larger whole, without diluting or making less of either. Dialogue is a conversational form ideal for creating third cultures. At its core dialogue is the practice of being a third culture. It seeks mutual integration, without assimilation, of all view points and ways of engaging that are present. The goal is shared understanding that is greater than simple common ground and an ability to make more coherent decisions that will respect and benefit all members. The presentation will offer an opportunity to build your capacity to create and participate in third cultures in your own communities at school, at work and at home. There will be a combination of presentation of material on dialogue and activities and exercises to practice the skills involved.

Learning outcomes for participants

- How to use dialogue process for third-culture building as a tool of diversity management

Profile

Kazuma Matoba studied Linguistics and Communication Science in Tokyo/Japan and Duisburg/Germany. He is teaching intercultural communication and diversity management at Witten/Herdecke University and offering intercultural and diversity trainings in German and Japanese companies. He is one of the founders of International Society for Diversity Management (www.idm-diversity.org) and board member of SIETAR Germany.