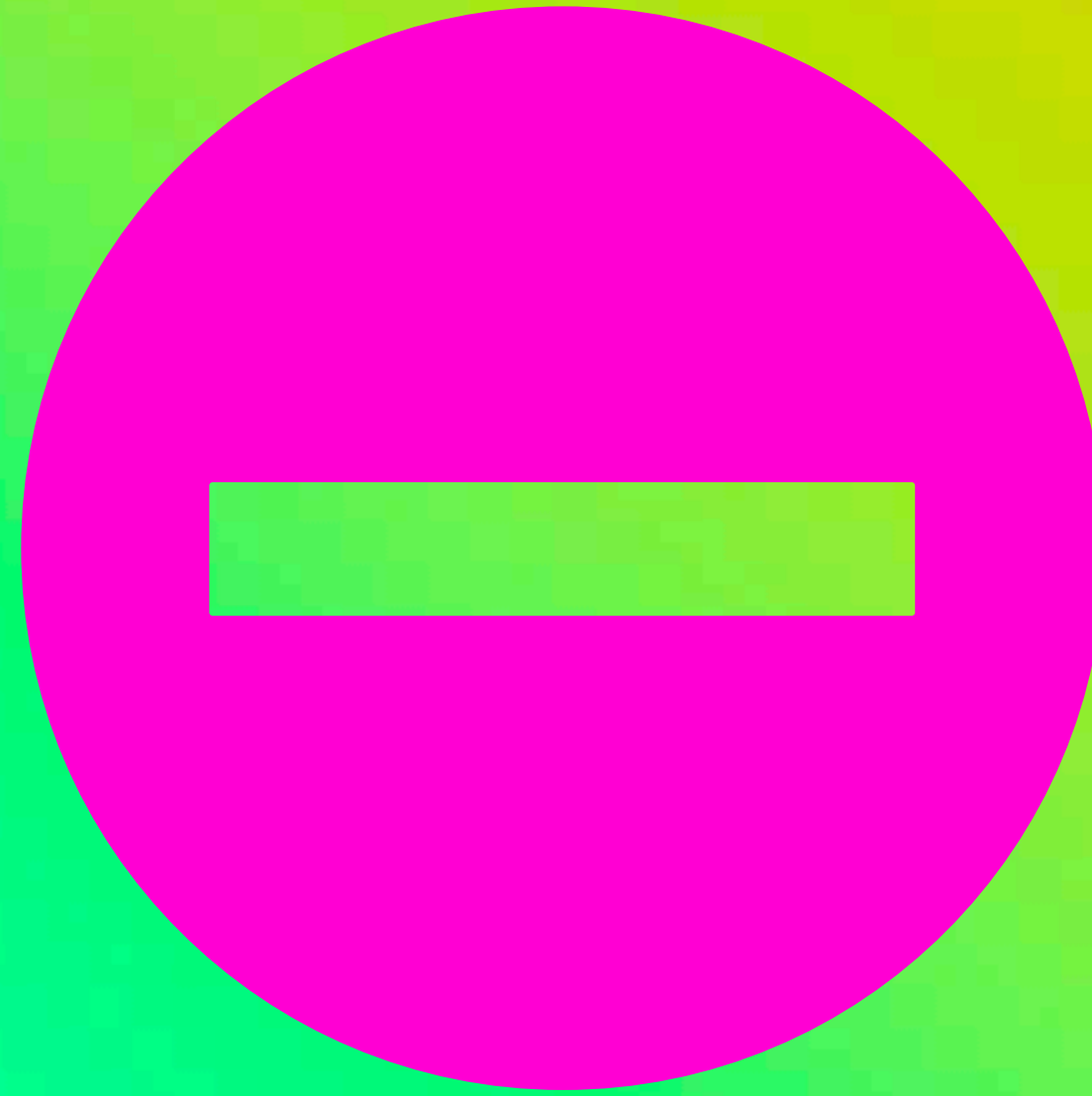


KULTURELLE DIVERSITÄT

CHANCE ODER FALLE?

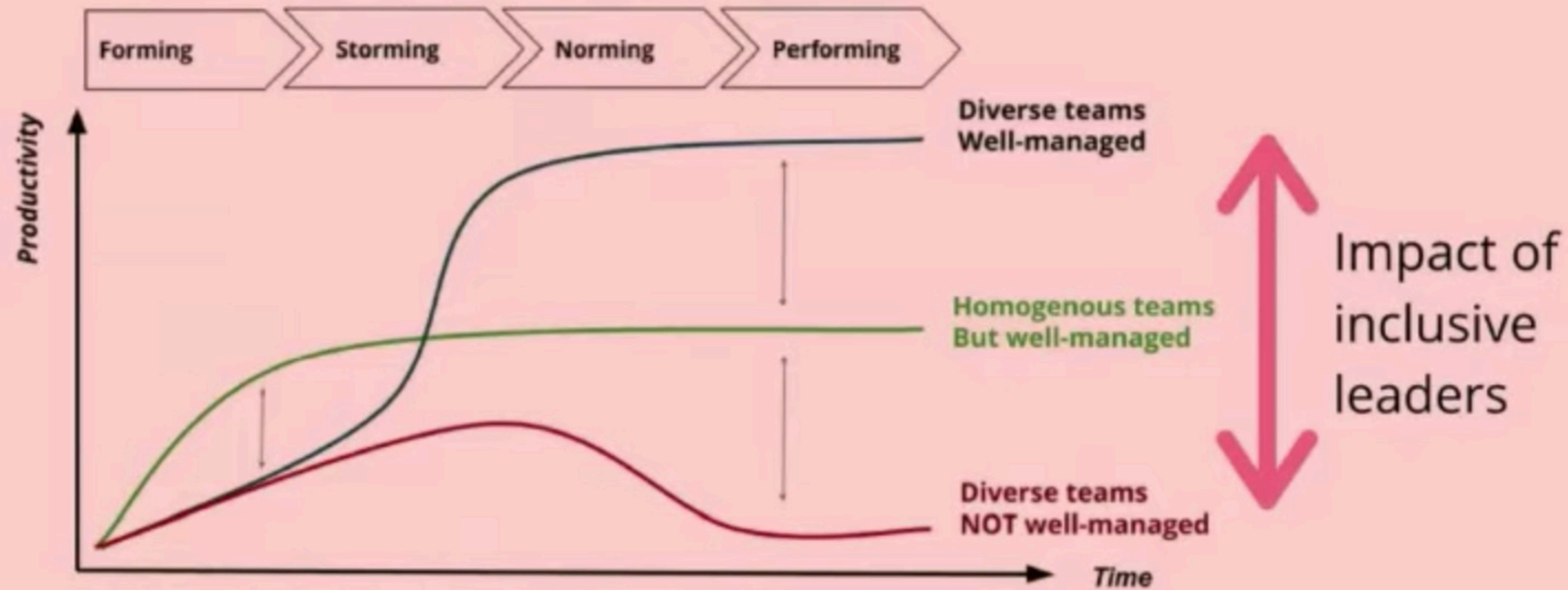


BITTE KEINE VIELFALT!

**HALLO
ZÄME**



How Diverse Teams Work

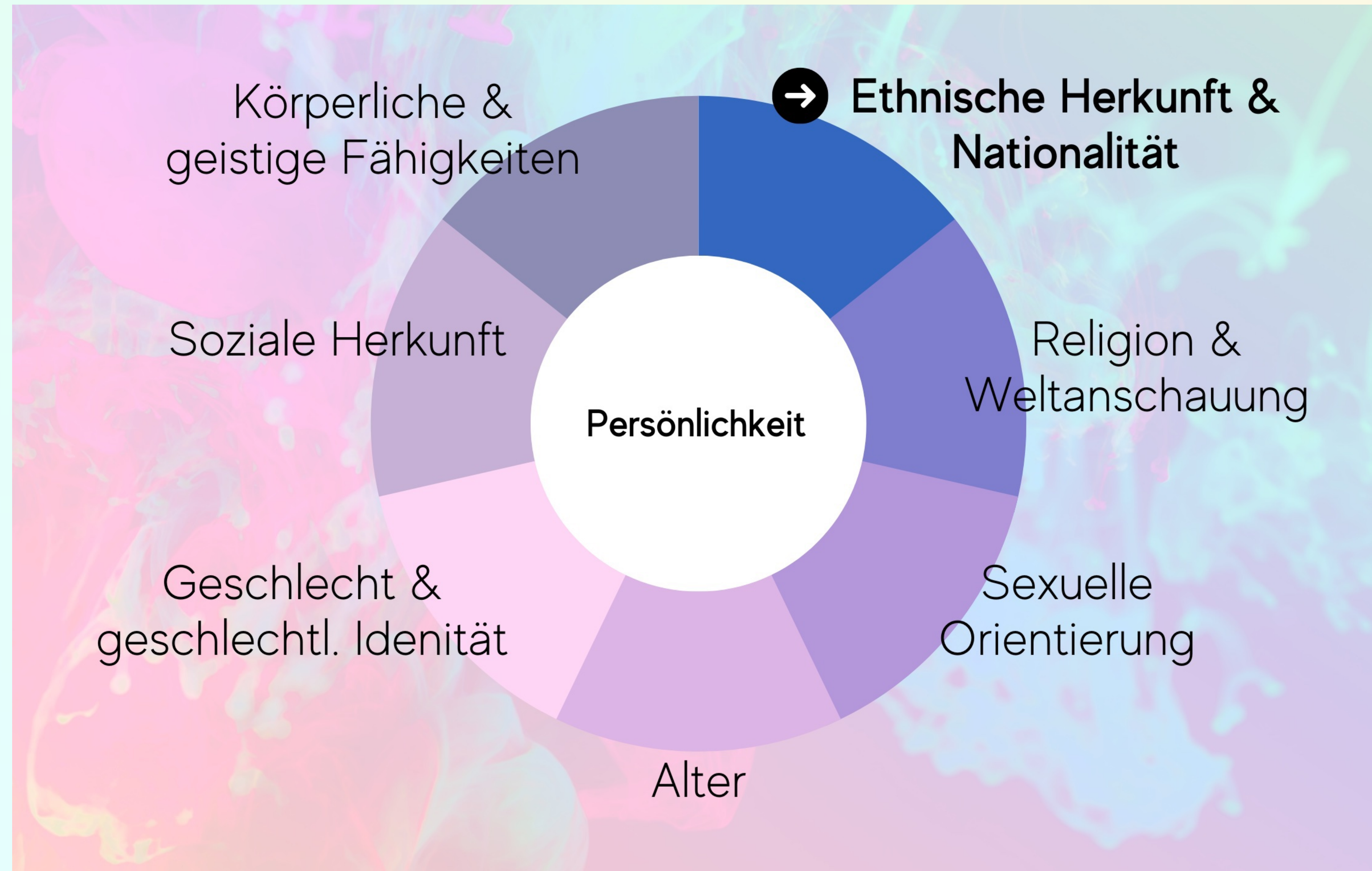


Source: "Unraveling the Diversity-Performance Link in Multicultural Teams", by Stahl, Maznevski, Voigt and Jonsen, 2007



{ POWER.CODERS }

DIVERSITY WHEEL



UNCONSCIOUS BIAS



DIVERSITÄT



KULTURELLES BEWUSSTSEIN



DIVERSITY



“WE ARE EACH UNIQUE AND LIKE NO ONE ELSE.

WE ARE EACH LIKE SOME PEOPLE AND UNLIKE OTHER PEOPLE.

WE ARE EACH LIKE ALL OTHER PEOPLE.” - PRESIDENT LYNDON B. JOHNSON

TRANSKULTURELLER ANSATZ

HERAUS & HINEIN ZOOMEN



Heraus zoomen: Unterschiede zwischen Kulturen und Menschen sehen

Hinein zoomen: Die Person als Individuum sehen, als einzigartiger Mensch, nicht nur als Repräsentant:in einer Kultur.

INTERKULTURELL - TRANSKULTURELL



5 ASPEKTE

Soziale Beziehungen



Zeit



Kommunikation

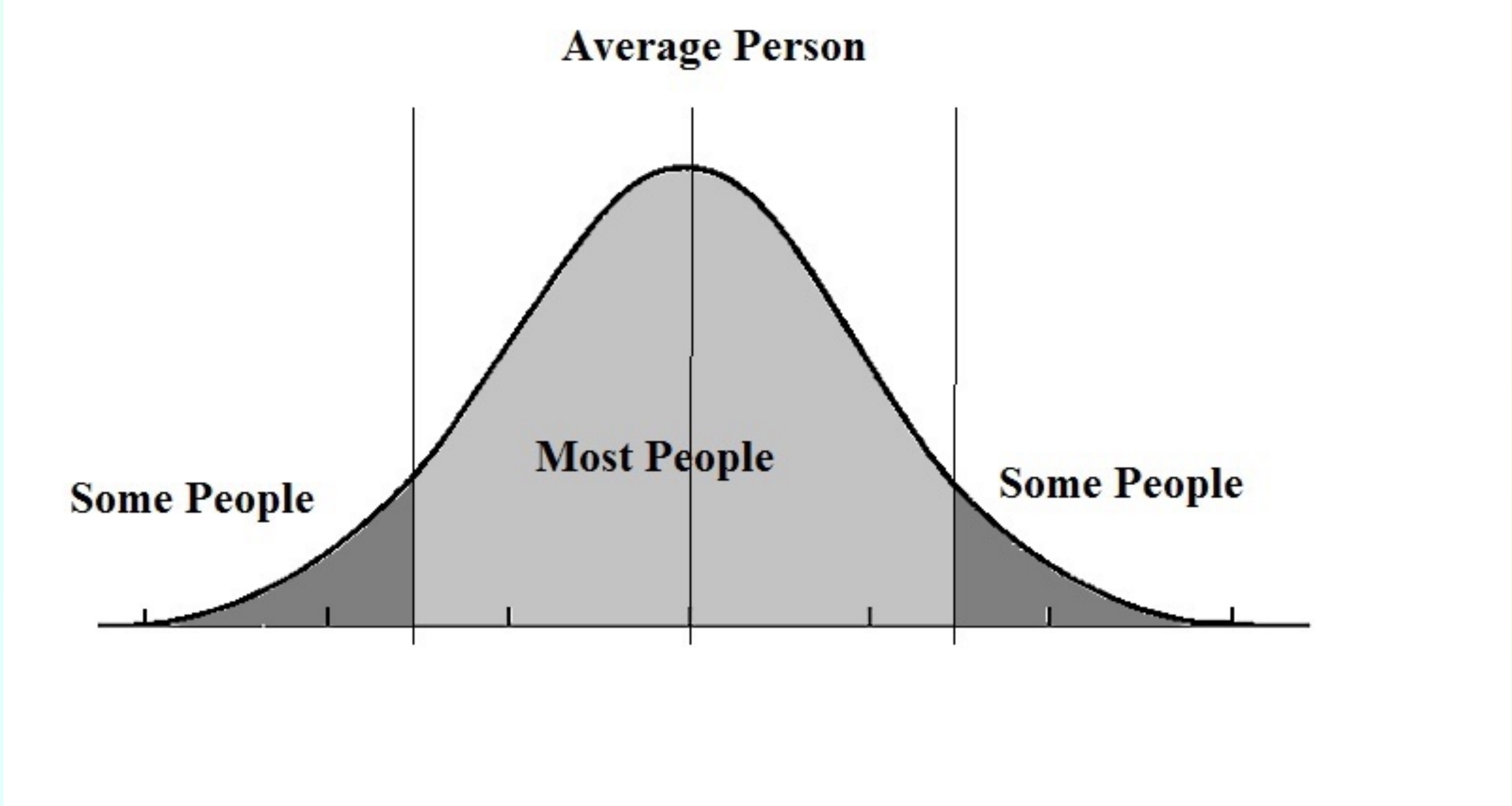


Macht



Veränderung





SOCIAL RELATIONSHIPS

INDIVIDUALISTIC



Individual needs
„I“

COLLECTIVISTIC



Interdependency
„we“

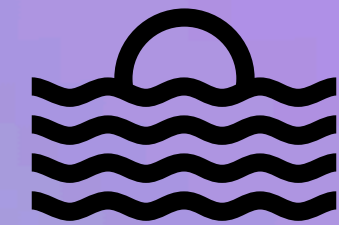
SHAPING TIME

CLOCK TIME KEEPER



Seconds, minutes, hours
time-management
time-plans

EVENT TIME KEEPER



Flow
natural time-rhythms
adjust plans

COMMUNICATION

EXPLICIT



direct
facts

„I say what I mean, and I mean what I say.“

IMPLICIT



between the lines
nonverbal

“Say it rather through a roundabout way than bluntly”

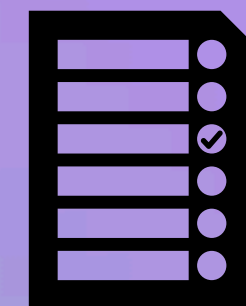
HANDLING CHANGE

SITUATIONAL OPENNESS



"first things come differently
and secondly than one thinks"

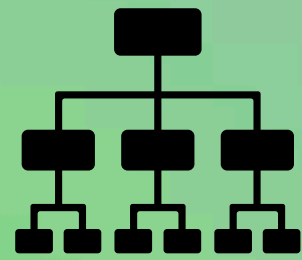
PREDICTABILITY



"better safe than sorry"

DISTRIBUTING POWER

HIERARCHY CONSCIOUS



respect, distance
leads with authority
centralized decision-making

EGALITARIAN



same rights for everyone
acts as a partner
critique & feedback

[WWW.CULTURAL-DIVERSITY.CH](http://www.cultural-diversity.ch)



DANKE