

The Psychology of Intercultural Groups

How can we make them work together successfully?



**The relevance of the Groupness Factor in
intercultural groups**

Intercultural Groups

How to make them work together?

Did you ever face the challenge that members of your teams create subgroups based on their cultural background? Perhaps one subgroup consists of expatriates, the other subgroup consists of locals? If you have a situation like that, do you find it difficult to get these subgroups work together effectively?

Do you consider cultural diversity to be a problem or an opportunity? What could be the potential benefits of diversity, what are the potential pitfalls?

Learn in this one-day seminar about the concept of groupness and how it can be applied to achieve more effective leadership when working with groups from different backgrounds. Understand the difference between "con-groupness" and "dis-groupness" in your context. See the benefits of cultural diversity and learn how to avoid the possible pitfalls.

Objectives:

- To understand the opportunities and challenges related to cultural diversity
- To become aware of the groupness factor in an intercultural context
- To learn how groupness can be influenced by the group leader
- To develop an understanding how to help group members to benefit from their diversity
- To learn how to foster con-groupness and to minimize dis-groupness

Benefits:

- Participants will develop leadership skills that help them considerably **improve the effectiveness of their intercultural group in achieving the group goals.**
- Participants will **save time and cost** because they learn how to avoid expensive pitfalls and how to minimize disruptive conflicts.
- Participants will help in **improving their company's culture and consequently their company's image** by dealing more effectively and professionally with intercultural issues.

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Agenda

What are the issues?

- Reflecting on the current challenges
- Discovering the benefits of intercultural diversity

The Groupness Factor

- What is the groupness factor?
- The concept of con-groupness and dis-groupness
- Groupness and intercultural groups
- Key influence factors on groupness

From Group Subcultures to Successful Group Culture

- What motivates groups?
- How to influence groups – identifying key opinion makers
- How to minimize dis-groupness and maximize con-groupness
- The creation of a corporate success culture

Fostering the Benefits of Cultural Diversity

- Creating a mindset of intercultural diversity
- Making aware of 'what's in it for me'
- Identifying potential pitfalls and developing adequate counter-measures

Intercultural Leadership

- The key role of the leader
- Discovering the leadership competencies required for successful intercultural collaboration
- How to identify own areas for improvement and how to develop such competencies