

# Intercultural Learning, Teaching, & Training: A Developmental Approach

*Facilitators: Tara Harvey and Mary Meares*

This series explores how to take a constructivist, developmental, transformative approach to our own and others' intercultural learning. The initial session will explore what intercultural learning is and why it's important to take a developmental approach to integrate it into teaching, learning, and all aspects of our lives. Tier 2 will include sessions on how we learn about ourselves and others, increasing buy-in and respect for diversity, and engaging mindfully with emotional intelligence. Tier 3 includes two options: (1) a 12-week train-the-trainer program called Facilitating Intercultural Learning, aimed at higher education faculty and staff, with Tara; or (2) an 8-week interactive workshop on Developing and Delivering Intercultural Training, aimed at anyone who is interested in designing and delivering training in any context, with Mary.

## **Tier One: Navigating Cultural Differences through Intercultural Learning: A Developmental Approach**

We will explore what intercultural learning is and why it's important to integrate it into teaching, learning, and all aspects of our lives. After addressing some cognitive, affective, and emotional challenges to learning to make sense of human cultural diversity, we'll discuss how our experiences, perceptions, and ways of experiencing the world are culturally constructed and how these all contribute to our ability to empathize and interact with people from different cultural backgrounds. Throughout this session, you will get a taste of a constructivist, developmental, transformative approach to intercultural learning, and learn a four-phase framework for intercultural learning.

*In this session, participants will:*

- Better understand concepts relevant to intercultural learning, teaching, and training, and how understanding these concepts may assist them, their work, and those who they teach or train
- Explore why it is important for organizations to integrate intercultural learning into their mission and daily work
- Better understand how to meet learners where they are and generate curiosity about cultural differences
- Better understand the relationship between intercultural learning and diversity, equity, and inclusion
- Learn a four-phase framework they can use for intercultural learning—their own and that of their students or trainees

## **Tier Two: Intercultural Learning, Teaching, and Training: A Developmental Approach (Three 2-hour sessions)**

***July 14, How We Learn About Others and Ourselves: Intercultural Learning as a Developmental Process:*** Based on research from psychology, neuroscience, and communication, this session will examine the ways in which humans are capable of developing cognitive complexity in regards to human diversity, as well as interventions that can support growth in awareness and attitudinal change.

*In this session, participants will:*

- Increase awareness and understanding of their own characteristic ways of making meaning and acting and how these may be culturally-constructed
- Understand intercultural learning as a developmental process
- Explore how to approach their teaching or training developmentally

***July 21, Increasing Buy-In and Respect for Diversity:*** This session will examine resistance and challenges to developing a respectful environment, delving into motivation and fears of change, but also identifying ways to move beyond resistance. We'll explore how your own intercultural development can help you respond authentically, effectively, and appropriately to that resistance.

*In this session, participants will:*

- Identify sources of resistance in themselves and others to learning about different cultures
- Consider how their own intercultural development can help them respond authentically, effectively, and appropriately when facing resistance to intercultural learning

***July 28, Engaging Mindfully and with Emotional Intelligence:*** Developing intercultural competence must extend beyond knowledge acquisition. In this session, we'll discuss how to engage more mindfully and with emotional intelligence, exploring tools that can help us build these skills.

*In this session, participants will:*

- Understand models of intercultural competence and the connections between attitudes, knowledge, and behavior in intercultural interactions
- Connect intercultural learning, mindfulness, and emotional intelligence
- Learn tools and processes that can help them engage more mindfully and with emotional intelligence when crossing cultures

## **Tier Three: Two Advanced Training Options**

### ***Tara's Tier 3: Facilitating Intercultural Learning: A Train-the-Trainer Program***

Facilitating Intercultural Learning is an intensive twelve-week train-the-trainer program designed to help faculty and staff in higher education develop their own intercultural competence and begin integrating intercultural learning into their teaching, programming, advising, or other work.

The program follows a cohort-model and is completely virtual, including synchronous and asynchronous aspects. There are nine curricular modules, twelve weekly 1.5-hour group coaching sessions, and an online forum. In addition, all participants complete the Intercultural Development Inventory (IDI) and participate in a 1:1 debrief of their results.

The fee for this 12-week train-the-trainer program is \$2,500 (Group rates and installment payment options also available.).

The nine modules are:

1. Introduction to Intercultural Learning
2. Self-Awareness & Meaning-Making
3. Key Pedagogical Practices
4. Cultural Differences that Make a Difference: Cultural Dimensions
5. Cultural Differences that Make a Difference: Language & Communication
6. Designing Intercultural Curricula
7. Introduction to Mindfulness & Personal Leadership
8. Cultural Bridging & Practicing Personal Leadership
9. Facilitation, Assessment & Re-Entry

To learn more about this program and apply for the next cohort (beginning September 13, 2021), visit: [www.truenorthintercultural.com/facilitating-intercultural-learning](http://www.truenorthintercultural.com/facilitating-intercultural-learning)

*In this session, participants will:*

- Understand what intercultural learning is (and isn't) and why it is important, and be able to articulate that to others
- Learn a four-phase developmental framework that will help them better think about, design, and facilitate intercultural learning experiences
- Become familiar with important intercultural communication frameworks, concepts, and theories to help understand similarities and differences across cultures
- Deepen their own self-awareness and understanding of their unique way of making meaning in the world

- Understand and be able to actively apply best pedagogical practices in intercultural and experiential learning to facilitate deeper, more transformational learning
- Develop a plan for immediate application to incorporate intercultural learning into their work with students, colleagues, or other learners
- Improve their ability to mindfully and intentionally serve as an intercultural bridge

### ***Mary's Tier 3: Developing and Delivering Intercultural Training: An Interactive Workshop***

Combining elements of best practices for training and development with research on developmental intercultural growth, this advanced offering will provide participants with a foundation for developing and delivering intercultural/diversity training programs. Throughout the sessions, participants will work to develop a training program appropriate for their professional context, develop their own confidence and competence in training, deliver a segment of their training, and get feedback from their peers and from the facilitator.

*In this session, participants will:*

- Learn to analyze their audience and themselves, including levels of readiness for intercultural learning, in order to develop appropriate training content
- Develop their understanding of training design, including learning styles, in order to design an engaging training program
- Become familiar with concepts and approaches specifically for intercultural and diversity training
- Assess their own intercultural competence and training skillset
- Apply all of the above to design a training appropriate for their context
- Deliver a segment of their training and get constructive feedback from the facilitator and their peers, as well as suggestions to build on their work

*Workshop Format:*

Six meetings (once a week for four hours), over six or more weeks, via Zoom. Maximum of 30 participants. Cost: \$1500

- Week 1: Basics of Training Design and Intercultural Sensitivity
  - How to know your audience
  - Developmental models
  - Learning Theory
  - Challenge and Support
- Week 2: Case studies and Connecting with those from Similar Contexts
  - Move from conceptual frameworks to implementation in your context
- Week 3: Sharing Designs and Feedback
- Week 4: From Design to Delivery
  - Building Training and Facilitation Skills
- Weeks 5 & 6: Delivery and Feedback
  - Each group will deliver their training and receive feedback from the facilitator and the group

## Facilitator Bios:



Mary Meares, Ph.D. is an associate professor in Communication Studies at the University of Alabama, where her research focuses on organizational diversity and perceptions of voice. She has taught intercultural and organizational communication in the U.S. and Japan, and served as the first intercultural specialist for the Semester at Sea comparative cultures study-abroad program. A long-term faculty member for the Summer Institute for Intercultural Communication (SIIC) and the Qatar Institute for Intercultural Communication (QIIC), Mary has consulted for educational, corporate, and public service organizations in the areas of intercultural transitions, team building, and conflict. She has received awards for her work including the University of Alabama Alumni Association Award for Teaching and the Buford Peace Award.



Tara Harvey, Ph.D., founder of True North Intercultural LLC, combines her broad experience in international education (language learning, international student services, and study abroad) with a deep understanding of the intercultural teaching and learning process to help educators and institutions of higher education better navigate cultural differences and facilitate intercultural learning (abroad and at home). Tara has taught intercultural courses at the University of Minnesota-Twin Cities and the Middlebury Institute of International Studies at Monterey, and was Associate Faculty at the Summer Institute for Intercultural Communication (SIIC). With a Ph.D. in Comparative and International Development Education from the University of Minnesota-Twin Cities, Tara is also a highly-experienced IDI Qualified Administrator and Senior Facilitator of the Personal Leadership methodology. To learn more about Tara and True North Intercultural, visit [www.truenorthintercultural.com/about](http://www.truenorthintercultural.com/about).