

The left side of the slide features a decorative vertical bar with a grid pattern, a solid vertical line, and a series of five orange circles of varying sizes. The largest circle is at the top, with four smaller circles below it, arranged in a descending staircase pattern.

HANDLING MULTI- CULTURAL TEAMS SENSITIVELY

Global Connections

May 2010

CHANGING ATTITUDES TO MISSION

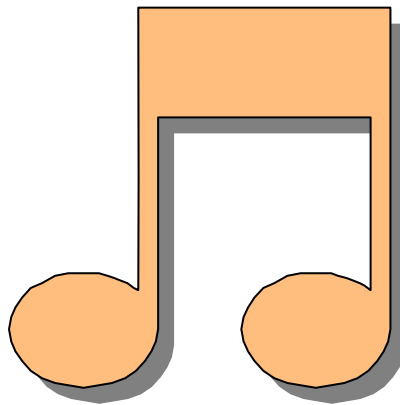
- Missio Dei
- Yes we can!
- Forget the past

- Become a Pace Setter



NEW MULTI-CULTURAL REALITIES

- Common Ground – the first step
 - Finding spiritual unity through prayer and worship



NEW MULTI-CULTURAL REALITIES

- Trust takes time
 - Friendship across boundaries isn't normal!
 - Socializing without pretending – realism not PC



NEW MULTI-CULTURAL REALITIES

- RESPECT is key to building trust
 - Recognizing existing knowledge; respecting existing abilities
 - Sharing leadership, and giving public affirmation
 - Getting to know *their* families (weddings, funerals)
 - Acknowledging *their* leaders



NEW MULTI-CULTURAL REALITIES

○ Deciding to Commit

- Self-imposed economic constraints – personal and corporate
- Affirming directions with policies
- Glass ceilings and hidden categories



NEW MULTI-CULTURAL REALITIES

- Successful meetings – adjusting our culture
 - Prayers and protocols
 - Agreeing expectations
 - Meeting gently
 - Making space for contributions – and affirming them
 - Summarizing progress, decisions
 - Disagreeing is difficult
 - Does silence mean consensus?
 - The boss must be right?
 - Meeting after the meetings – time for one on one



NEW MULTI-CULTURAL REALITIES

- Successful Writing
 - Topping and tailing – greetings!
 - Underlying attitudes:
politeness, respect,
“1 Corinthians 13” emails
 - Style: simplicity, formality, warmth
 - Tone: affirming, appreciating, celebrating



NEW MULTI-CULTURAL REALITIES

- Enjoying the results
 - Fun is infectious
 - Making haste slowly – progress that lasts
 - Surprised by acceptance
 - Surprised by competence

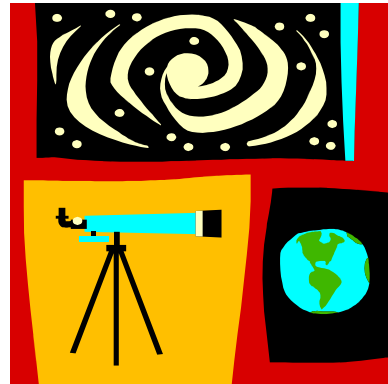


NEW MULTI-CULTURAL REALITIES

- Knowing our limits
 - Counselling – Where are they coming from?
 - Passport country still has implications – contingency plans
 - Relationships between “significant others”
- Recognizing the hugely increased expectations on our team members



SUPPORTING FROM A DISTANCE



SUPPORTING FROM A DISTANCE

- Pre-assignment training
 - Adequate cultural adjustment training incl culture stress / culture shock.
 - “Figuring Foreigners Out” Craig Storti, Inter Cultural Press inc.
 - By the way, Who needs it?



SUPPORTING FROM A DISTANCE

- Communicating at a distance – is email enough?
 - Based on what? Relational vs. factual knowledge
 - Social networking – essential for generation iPhone ... or a multi-cultural minefield?
 - Is a visit essential?
 - Enriching the connection: Skype and webcams
 - Relating to a network of people



SUPPORTING FROM A DISTANCE

- Post-experience debriefing
 - Provide a safe place to unload
 - Listen to the stories
 - Connect with local field administration



ATTITUDE OF A PACE SETTER

- Romans 12:10
 - Be devoted to one another in brotherly love. Honour one another above yourselves.



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