



## Invitation to PhD students of the International Graduate School in Molecular Medicine Ulm and the M4M mentors

# Intercultural training

**Saturday, 13<sup>th</sup> of November 2010**

**University West, building 47, second floor, room 102.**

### **Intercultural understanding – take your chance for success!**

In times of globalization and internationalization, where culturally heterogeneous teams belong to the normality of everyday life, cross-cultural understanding and the related skills grow on importance.

People with foreign cultural backgrounds bring important socialization skills into companies and universities and are an asset for these organizations. Such skills are important for success.

We see time and again that common language is not enough to understand the new colleague or the new social environment. Increasingly important are factors such as nonverbal communication, recognizing differences in values, getting to know other countries' habits and culturally determined gender-specific behavior.

The praxis-oriented training will mediate in a condensed form intercultural knowledge and the importance of understanding cultural pluralism. At the end of the seminar, the participants will gain a better understanding of their German partners, will learn about communication behaviours in various situations: in e-mail, on the telephone, in presentations, and will be able to conduct negotiations and meetings more effectively.

Furthermore, the aim of the seminar is to increase joy of participation in German-international cooperation environments and the interest in German culture.

- **Deepen your knowledge about communicating and dealing with German partners.**
- **Work interactively on concrete case studies and take part in the experiences of the intercultural group.**
- **Improve your chances for success!**

Contact persons for M4M are Gabriela Körting (ZAWiW): 0731/50-23195 and Bettina Braun (International Graduate School in Molecular Medicine Ulm): [bettina.braun@uni-ulm.de](mailto:bettina.braun@uni-ulm.de), 0731/50-36290.

**M4M: Mentorship for Molecular Medicine PhD Students**  
**([www.zawiw.de/m4m](http://www.zawiw.de/m4m))**

## Program

- 10:00 Welcome and introduction
- Global business and personnel management
- 10:30 Mentality differences – dealing with the differences in everyday routine and German work ethics
- Exercise: motivation and perception in the communication with partners. How can intercultural competences increase my chances of success in work and social contacts with Germans
- 11:30 Language connects cultures: word associations and various kinds of communication in Germany and other countries
- Role play: how can you use stereotypes as a good basis or a burdening prejudice in the development and nurturing of relationships with German partners
- 12:45 Lunch break
- 13:45 If things are not quite working right  
Conflict behavior and conflict management in an intercultural scenario
- 15:00 Interactive work on case studies in small groups
- 15:45 Conclusions and open questions from participants
- 16:00 End of the seminar

**Seminar lead: Carolina Butto, M.A., Sociologist, Teacher and Consultant in Intercultural Management.**



**She comes from an intercultural family in South America. She Graduated as teacher in Recife, Brazil and worked there in various schools and in a bank. Later she went to Germany and studied sociology at Heidelberg University.**

**Mrs Butto has a long professional experience as trainer for management staff in international development work. She coordinated European projects and since several years leads intercultural training in German-speaking area, also at Ulm**

**University, the University Hospital Hamburg-Eppendorf, Institute for Medical Sociology and various companies.**