



Asia shaping our future?

Managing (cultural) diversity through awareness



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Welcome!

**Participate your
experience and
experience your
participation**



Perceptual Awareness: Six blind men & an Elephant

Many years ago in a valley in India lived six old men, each of whom was convinced of his own wisdom. Although they had never left the valley and, indeed, had all been blind since birth, they would compete with each other to see who had the greatest knowledge of the world.

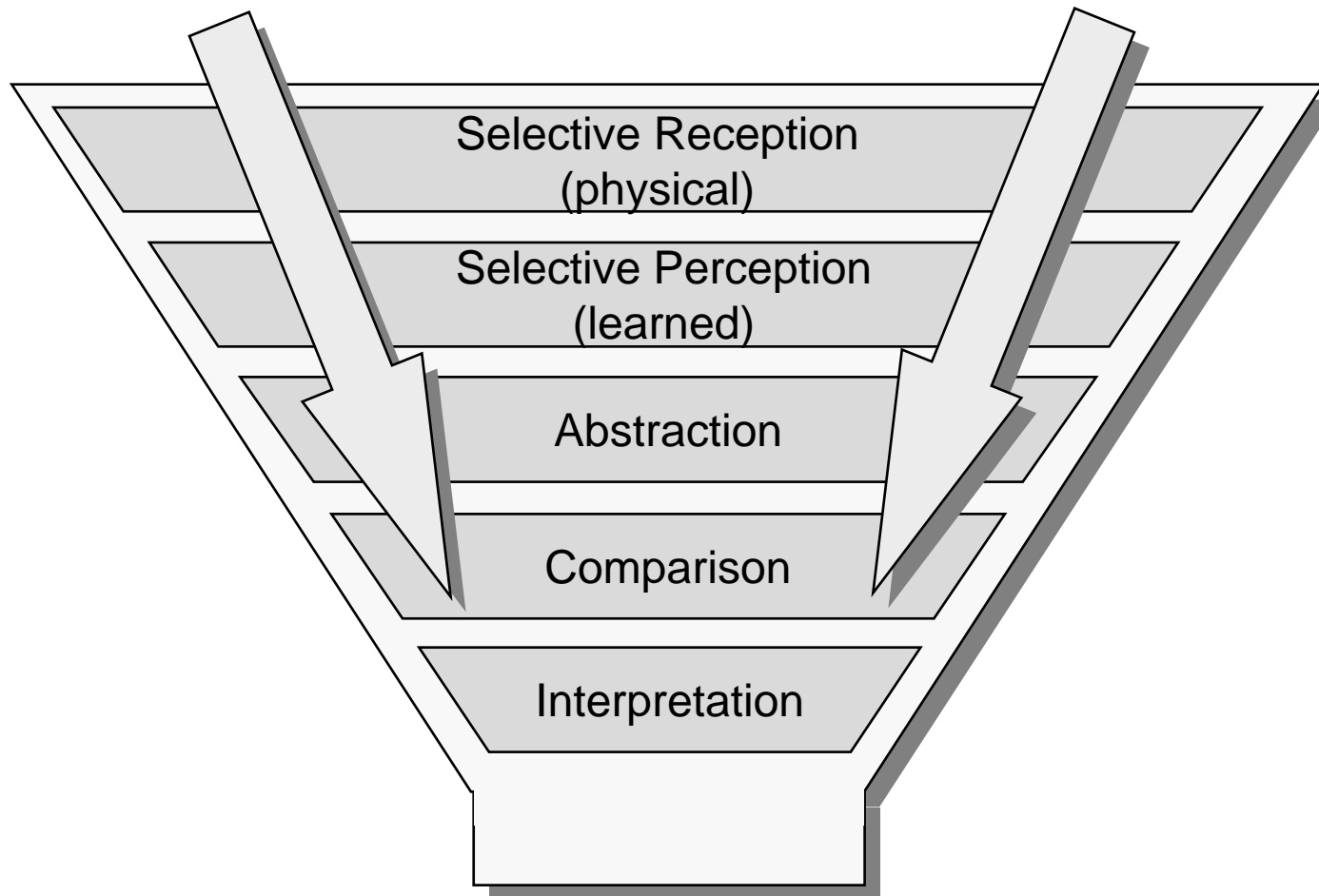
One day, they began to argue, and the object of their dispute was the elephant. Now, since each was blind, none had ever seen an elephant, so to satisfy themselves and settle the argument, they decided to go look for one. They hired a young guide, and set out early one morning in single file along the forest track, each placing his hands on the back of the man in front. It was not long before they came to a forest clearing where a huge elephant, quite tame, was grazing. The men took turns to investigate the elephant's shape and form.

The first man felt the beast's broad side. "Ah!" he cried, "The elephant is like mud bricks!" "What foolishness" the others murmured. When the second man's turn came, he approached the animal from the front, where he encountered the elephant's tusks. "Hah!" he exclaimed, "He is exactly like a spear!" But the others did not believe him.

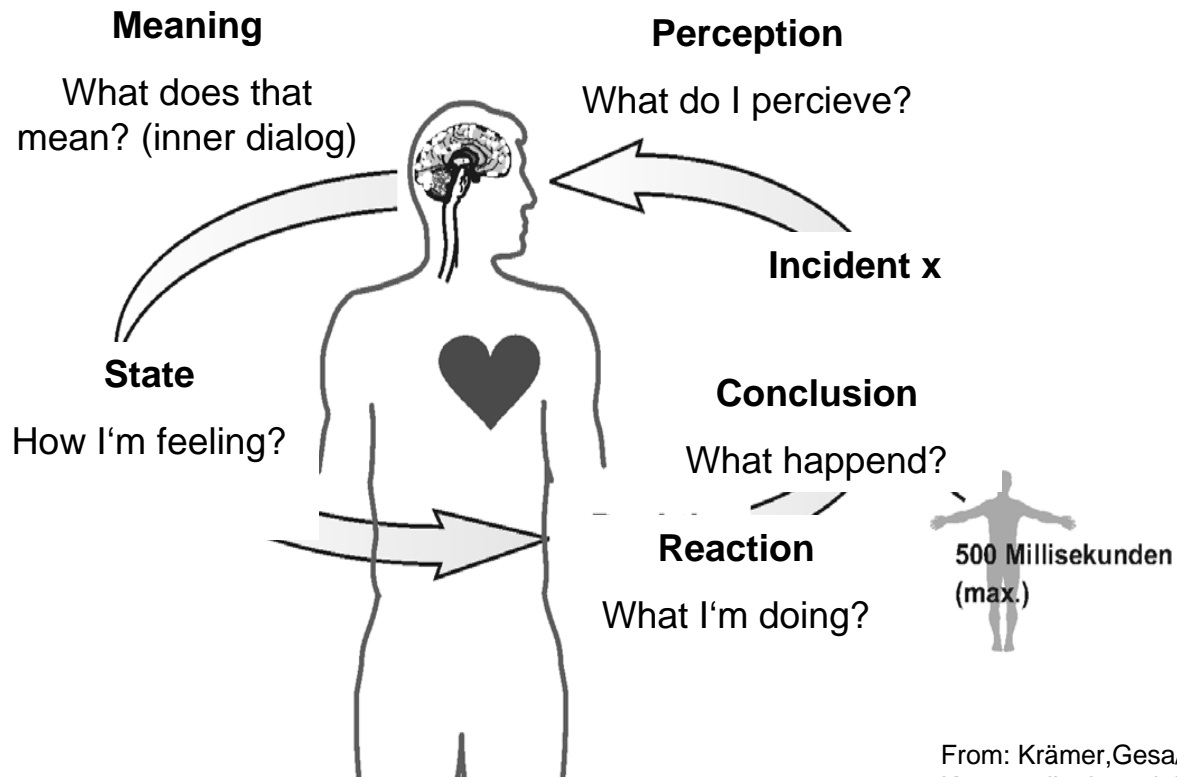
The third man approached the elephant from the rear where the first object he touched was the elephant's tail. "You idiots!" he shouted. "The elephant is like a rope!" The others shook their heads sadly. The fourth, as had the second, approached from the front, and soon his groping hands grasped a long, squirming object that curled around his waist. "Where are your brains?" he asked. "The elephant is a serpent!" The others snorted their contempt. The fifth, a tall and rangy fellow with a long white beard, chanced to touch the elephant's ear. 'Why my brothers!' he called out, "Anyone can tell what the elephant resembles most. He's shaped just like a fan!" The others chuckled in pity. At last, it was the turn of the sixth. He was a small man, and bowed down with age, and he crept forward slowly until he ran into the elephant's leg. After feeling it gently with both his hands, he called out to the others. "You are wrong, my friends" he said. "The elephant is like a tree." And since all of the others had already "seen" the elephant, they were sure he was becoming addled.

Feeling quite satisfied with themselves, the men returned home. And for the rest of their lives, each seated in a special place in the town square, the six blind men told their tales of the elephant. Each now had his own opinion, firmly based on his own experience, and each attracted his followers - for that is the way of the world.

Selective Perception: The perception process as a filter



The human perception model as explanation for misunderstandings



From: Krämer, Gesa/Quappe, Stephanie: Interkulturelle Kommunikation mit NLP, Berlin 2006

What's diversity?

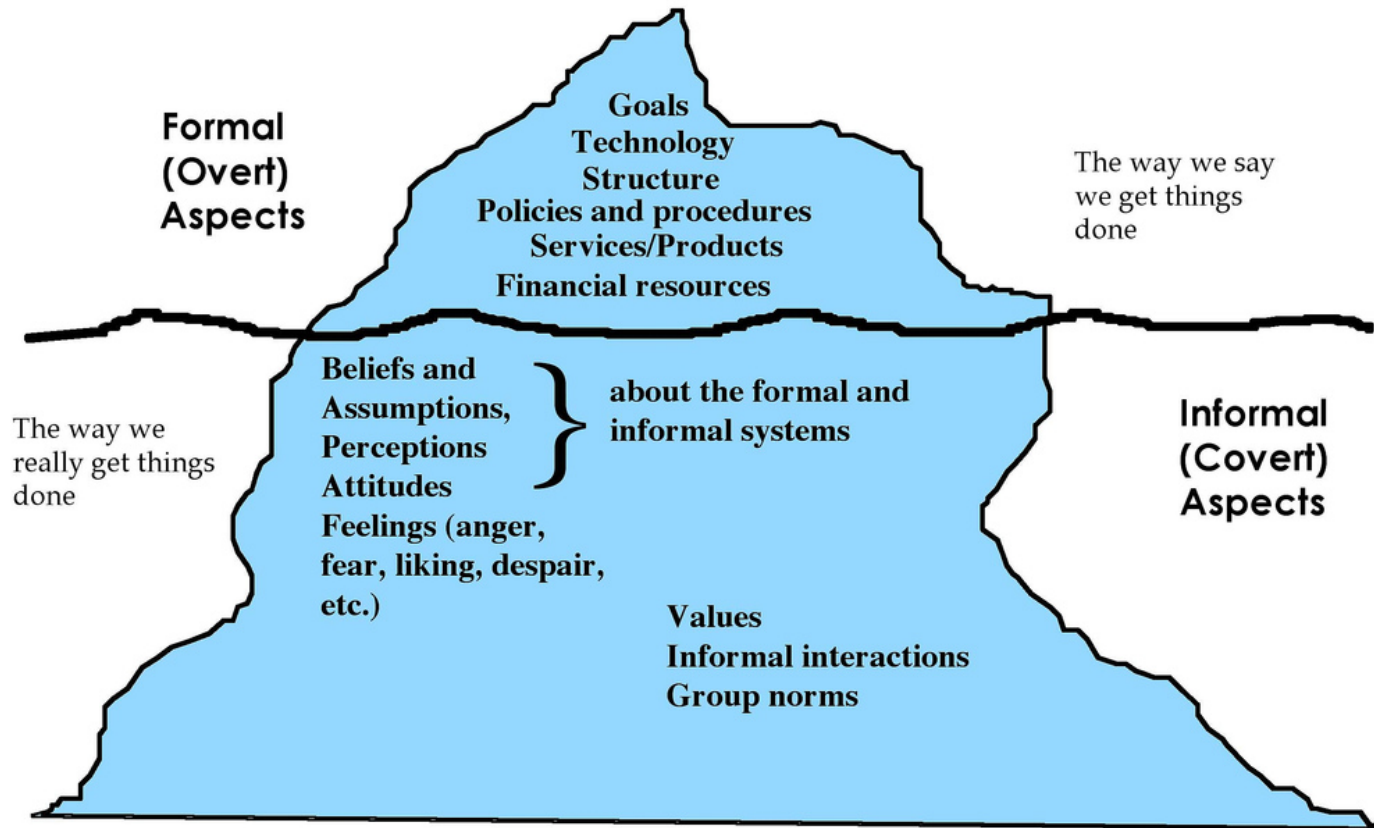
The concept of diversity encompasses acceptance and respect. It means understanding that each individual is unique, and recognizing our individual differences. These can be along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies. It is the exploration of these differences in a safe, positive, and nurturing environment. It is about understanding each other and moving beyond simple tolerance to embracing and celebrating the rich dimensions of diversity contained within each individual.

What's culture?

Culture is a shared, learned, symbolic system of values, beliefs and attitudes that shapes and influences perception and behavior -- an abstract "mental blueprint" or "mental code." Culture must be studied "indirectly" by studying behavior, customs, material culture (artifacts, tools, technology), language, etc.

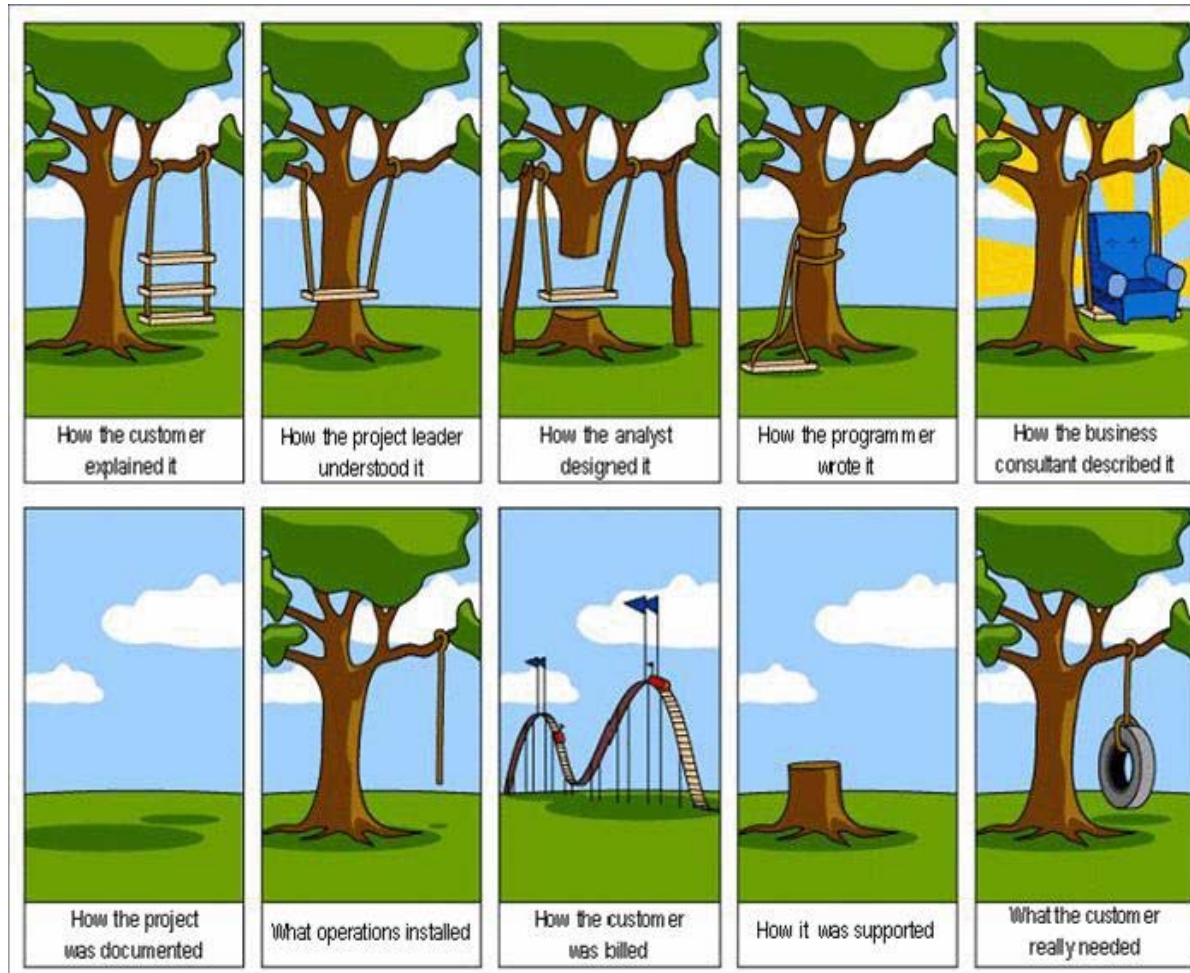
- 1) **Learned.** Process of learning one's culture is called enculturation.
- 2) **Shared** by the members of a society. No "culture of one."
- 3) **Patterned.** People in a society live and think in ways that form definite patterns.
- 4) **Mutually constructed** through a constant process of social interaction.
- 5) **Symbolic.** Culture, language and thought are based on symbols and symbolic meanings.
- 6) **Arbitrary.** Not based on "natural laws" external to humans, but created by humans according to the "whims" of the society. Example: standards of beauty.
- 7) **Internalized.** Habitual. Taken-for-granted. Perceived as "natural."

Cultural Iceberg

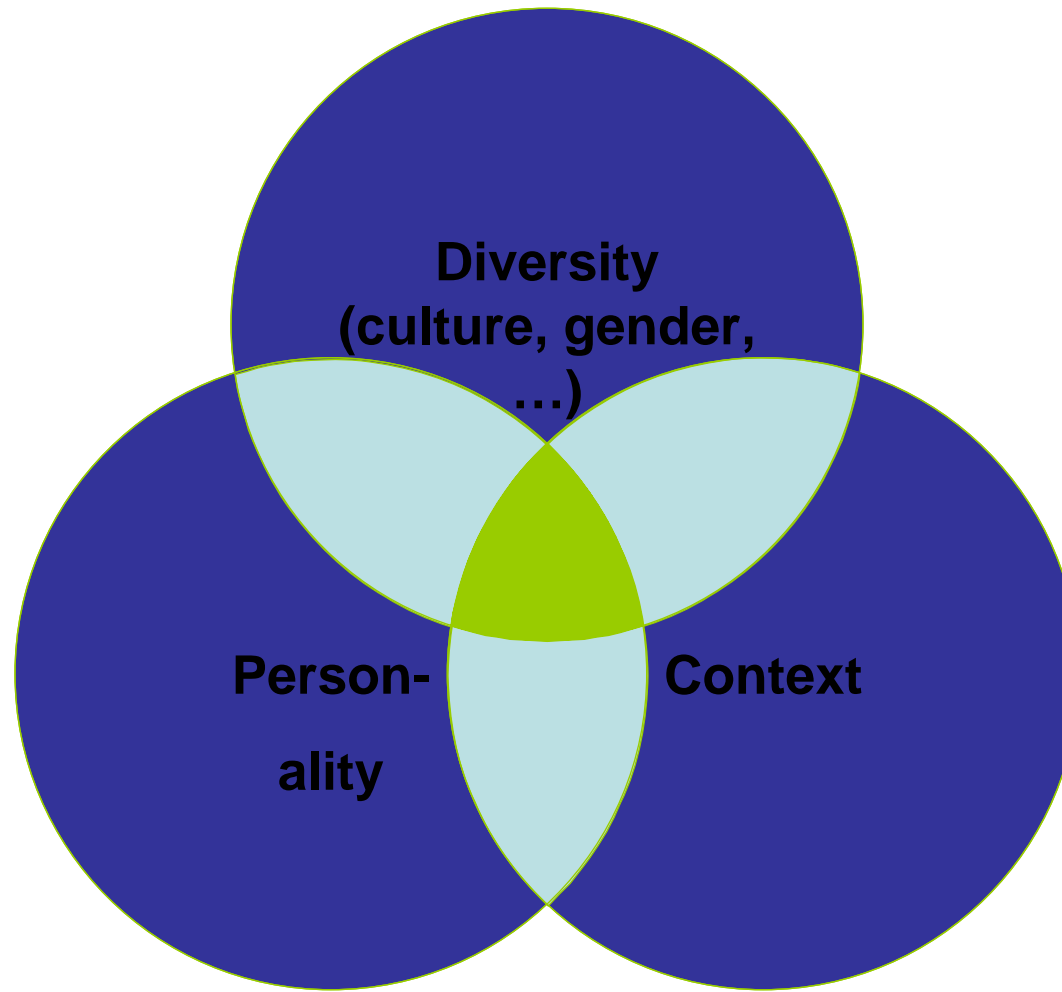


Created by Stanley N. Herman. TRW Systems Group, 1970

Different (cultural) ways of thinking...



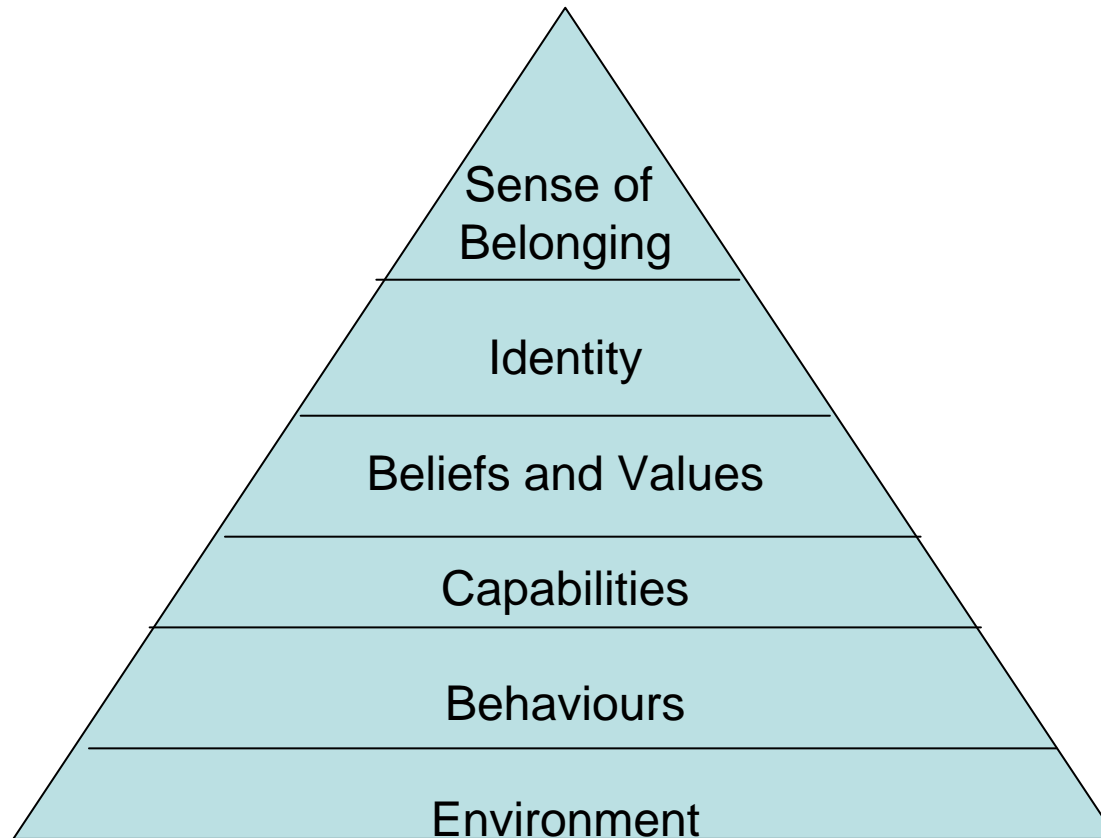
Not only culture influences your work...



We don't see things as they are.
We see them as we are. (Anais Nin)



Logical Levels of personality



Framework for cultural awareness



Culture differs in

1. Environment

Orientation: Control

Orientation: Harmony

Orientation: Constraint

2. Action

Orientation: Beeing

Orientation: Doing

3. Time

Orientation: Single-Focus

Orientation: Multi-Focus

Orientation: Fluid

Orientation: Fixed

Orientation: Past

Orientation: Present

Orientation: Future

4. Communication

Orientation: Direct

Orientation: Indirect

Orientation: Expressive

Orientation: Instrumental

Orientation: Formal

Orientation: Informal

Orientation: High context

Orientation: Low context

5. Space

Orientation: Private

Orientation: Public

Culture differs in...

6. Power

Orientation: Hierachy

Orientation: Equality

7. Individualism

Orientation: Individualistic

Orientation: Collectivistic

Orientation: Universalistic

Orientation: Particularistic

8. Competitiveness

Orientation: Competitive

Orientation: Cooperative

9. Thinking

Orientation: Deductive

Orientation: Inductive

Orientation: Linear

Orientation: Systemic

10. Structure

Orientation: Order

Orientation: Flexibility

Thank you for sharing!





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