

NACHHALTIGER INTERKULTURELLER KOMPETENZERWERB
IM AUSLANDSPRAKTIKUM
EIN BEISPIEL FÜR DIE ZUSAMMENARBEIT
HOCHSCHULE – WIRTSCHAFT

DAAD SEMINAR BRÜSSEL
15. JULI 2011

GABRIELE ABERMANN
FH SALZBURG



MUGLA UNIVERSITY
Young, Dynamic, Progressive



eta-2u



UNIVERSUM
Building Brands to Capture Talent

Baruch
COLLEGE
The City University of New York



Universidad
de Alicante



idi[®]
INTERCULTURAL
DEVELOPMENT
INVENTORY

 **ARCADA**

Start: 01.10.2012

Ende: 30.09.2014

Anzahl Partner: 10 EU + 2 USA

Hochschulen: 6

Unternehmen: 6

Anzahl Länder EU: 6 - AT, ES, FI, RO, TK, UK

Projektbudget: € 378.738 (+ €24.981 für Drittstaaten)

Förderanteil EU: 75%

Arbeitspakete: 10 (6 inhaltlich + 4 vorgegeben)



to equip graduates with transversal skills required to communicate effectively in today's and future multi-cultural and multi-disciplinary workplace



to strengthen the dialogue between universities and enterprises to provide a model for mutual knowledge transfer in the context of intercultural competence



to involve stakeholders at organizational as well as policy making levels

Bolognaprozess - EHEA - ET 2020

Flagship Initiativen

- *New Skills for New Jobs*
- *Youth on the Move*
- Schlüsselkompetenzen
 - Communication in one's own and in another language
 - Learning to learn
 - Social and civic competences
 - Sense of initiative and entrepreneurship

Learning Mobility versus „the Dark Side of Mobility“

Living a Short to medium period in another country with a culture very different from one's own cannot only lead to intercultural competences but also to the negative effect of confirming prejudices and stereotypes

Source: Bracht, O. et al (2006) *The Professional Value of Erasmus Mobility*. Kassel: INCHER

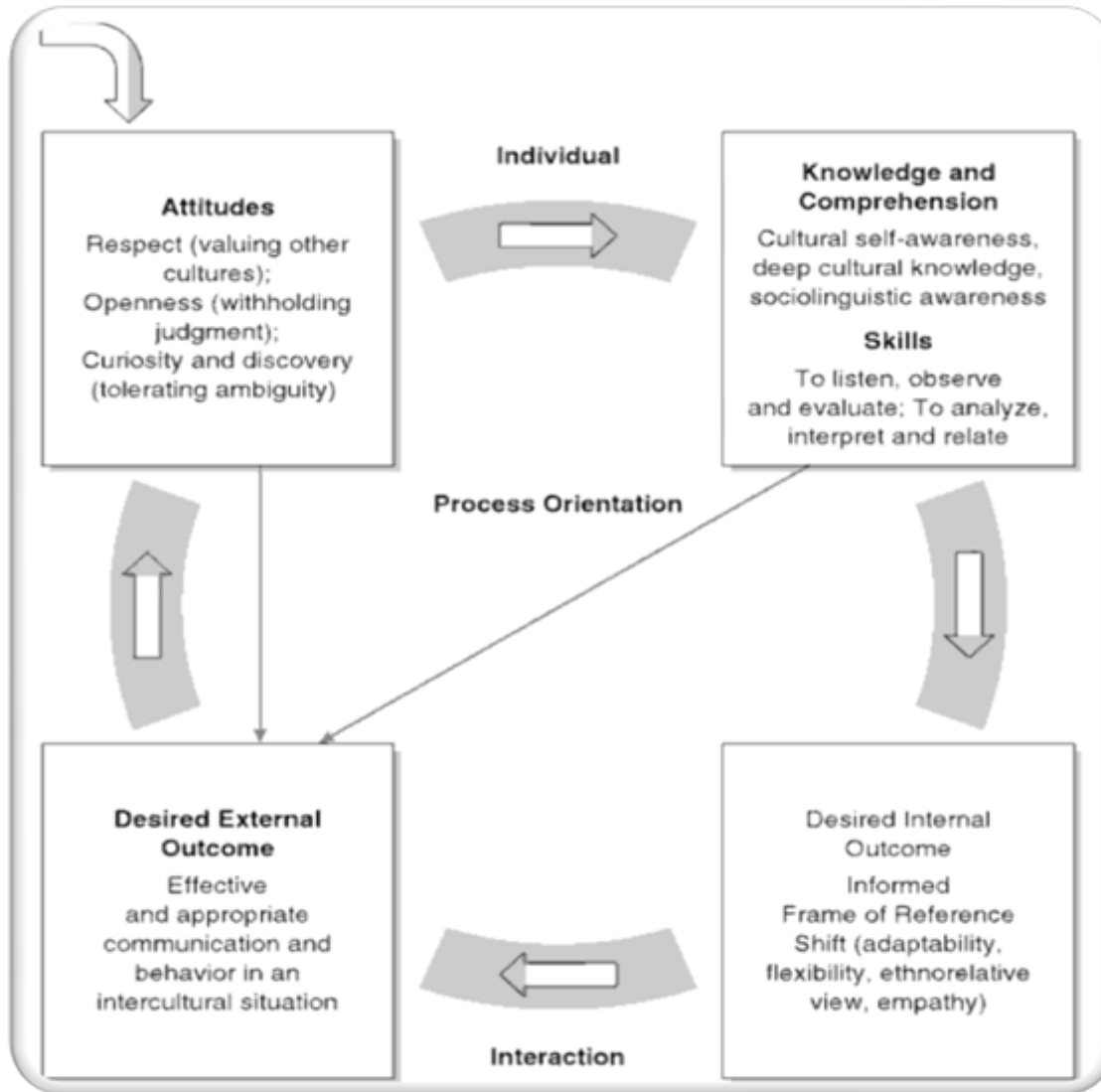
- Implementierungsszenario für Messinstrument zur Interkulturellen Kompetenz ✓
- Konzept für vorbereitendes Training der Praktikumsstudierenden ✓
- Kulturelles Mentoring Konzept in den Unternehmen ✓
- Online Reflexionsszenario für Studierende im Auslandspraktikum ✓
- Unternehmenshandbuch mit *Best Practice* Beispielen ✓
- Umfassendes Evaluierungsmodell ✓

- Quality Assurance (Plan) ✓
- Dissemination (Plan) ✓
- Exploitation of Results
 - Stakeholder Involvement Plan ✓
- Management
 - 6 Projektmeetings F2F ✓
 - Monatliche Audiokonferenzen (Adobe Connect) ✓
 - Moodle Kurs für Document Sharing und Diskussionen ✓
 - Ampelsystem für Deliverables ✓

Nach Darla Deardorff, 2009

Verhalten und Kommunikation, die für eine bestimmte interkulturelle Begegnung effektiv und situationsadäquat sind



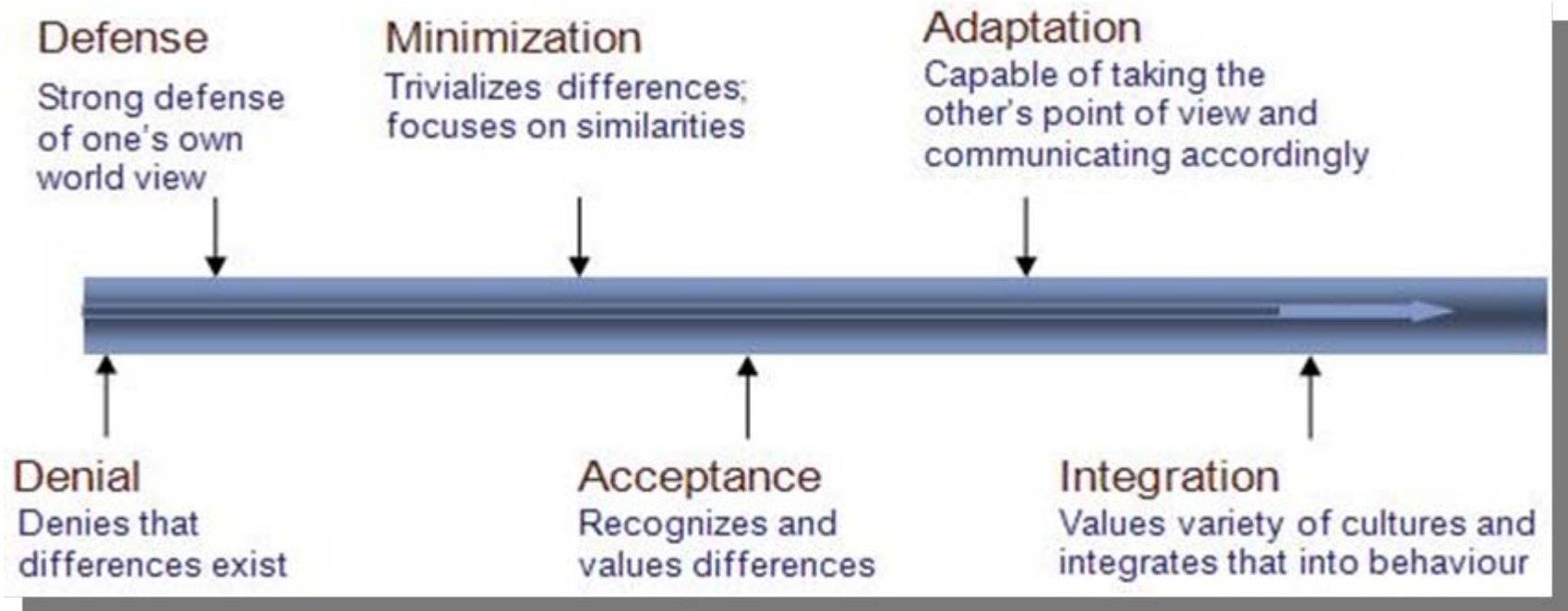


Source: Deardorff, *The SAGE Handbook of Intercultural Competence*, 2009

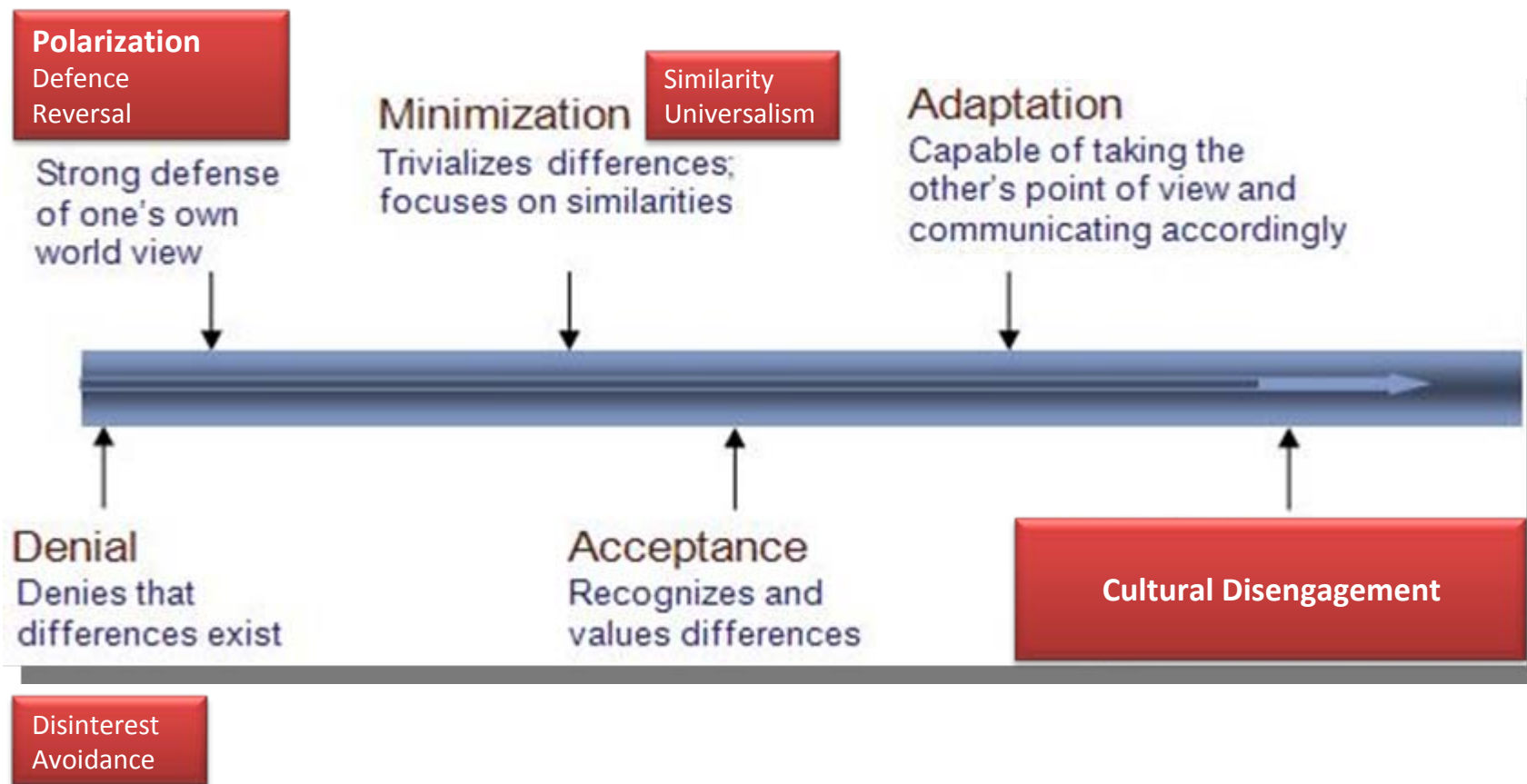
Einzel / Gruppenprofil

- kein Persönlichkeitstest
- misst die derzeitige Orientierung gegenüber anderen Kulturen
- verfügbar in 12 Sprachen
- in unterschiedlichsten Kulturen erfolgreich weltweit verwendet
- wissenschaftlich fundiert
- einfach zu handhaben (Online-Test / Dauer ca. 20 Minuten)
- sehr aussagekräftig und valide
- einsetzbar zur
 - Diagnose für maßgeschneiderte Trainings / Maßnahmen
 - Evaluierung von Maßnahmen oder Trainings
- Feedback durch qualifizierte Experten

- Eigenes Profil / Orientierung erkennen
- Selbstreflexion initiieren
- Respekt und Wertschätzung gegenüber anderen Werthaltungen fördern
- Komponenten interkultureller Kompetenz erkennen und verbalisieren können
- Produktivitätssteigerung durch mehr
- Effektivität und Effizienz
- Mitarbeiter- / Partnerzufriedenheit



Source: Bennett, M.J. (1993). Towards Ethnorelativism: A Developmental Model of Intercultural Sensitivity
In: Paige, M. (Ed.). *Education for the intercultural Experience*. Yarmouth: Intercultural Press, 21-71.



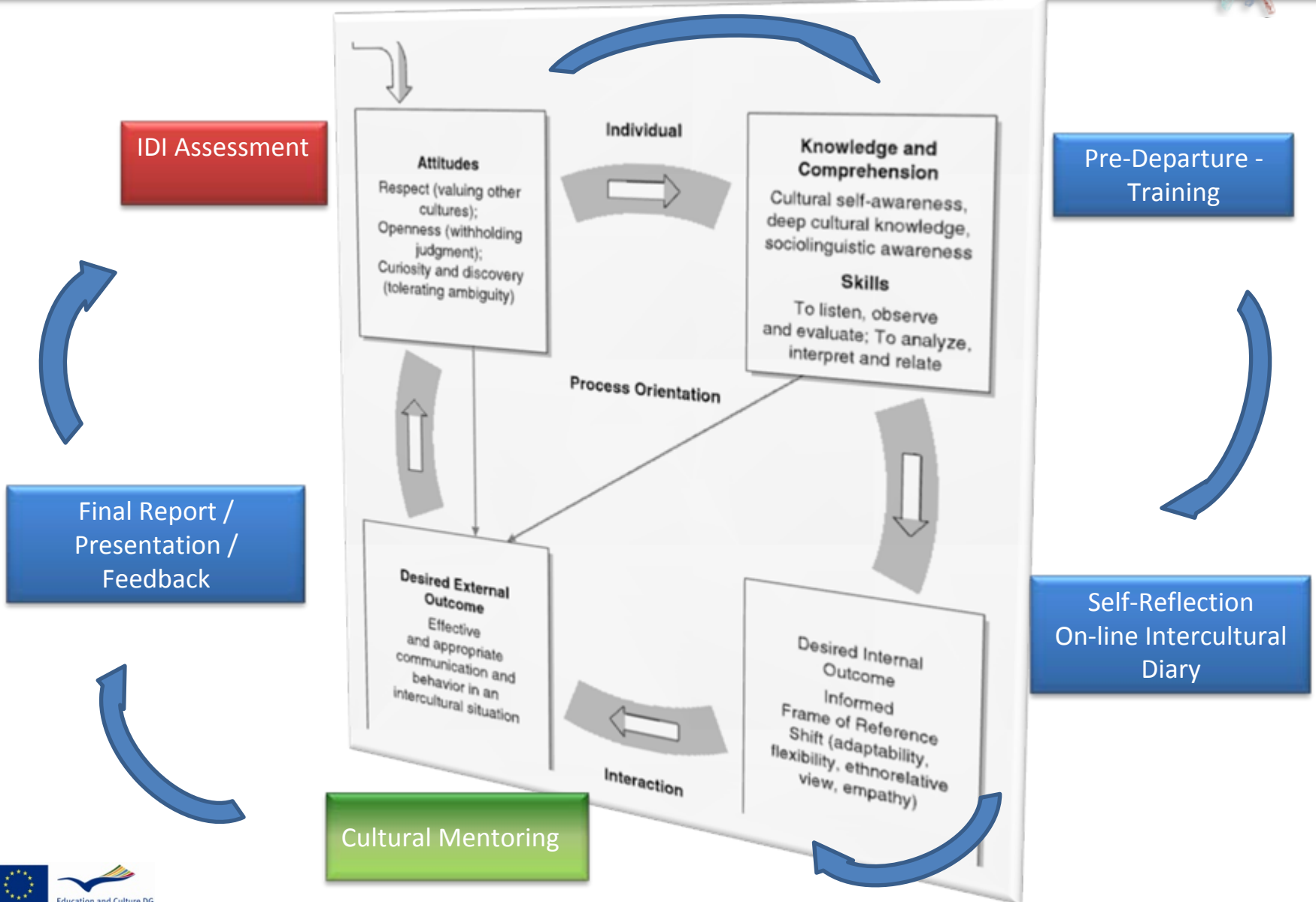
Source: Hammer, M. (1997) The Intercultural Development Inventory. Moodian, M.A (Ed) Contemporary leadership and Intercultural Competence. Sage: Thousand Oaks, 203-218.

Scenario 1: student placements



Scenario 2: corporate context







Benefits for 3 Target Groups

- Mentors / enterprises
- Mentees
- Higher Educational Institutions

Mentee Selection

Profile of placements students and job offers on SKILL2E website (membership area)

IDI Mentor Assessment

- carried out as a means to select appropriate mentors
- raising self-awareness of mentors

Group Meeting

- Mentors and mentees of a certain region / country meet to review mentoring process
- Coordinated by SKILL2E mentoring country coordinator

Core Skill 2 E Cultural Mentoring Module

- **Qualification Profile**
minimum mentor requirements
assessment against Deardorff pyramid model of intercultural competence
- **Task Profile**
basic set of tasks to be carried out in the mentoring process
- **Mentoring Timeline**
minimum period of 3 months
minimum mentoring meetings with mentee (1 h /w)
minimum reflection meetings (physical/virtual) between SKILL2E mentoring country coordinator and mentor/s
minimum reflection meetings (physical/virtual) between SKILL2E mentoring country coordinator and mentees
- **Mentoring Procedure**
- **SKILL2E Evaluation**

Organizational Culture Specific Adaptations

Country-culture Specific Adaptations

Organizational Culture Information and Reflection

- Videotaped interviews with company mentors to be integrated into interfection platform
- Personal Mentor Feedback in Interfection Platform

SKILL2E Mentoring Contract

- describes the responsibilities, tasks and procedure for the mentoring process
- signed by mentor and mentee

SKILL2E Mentor Training

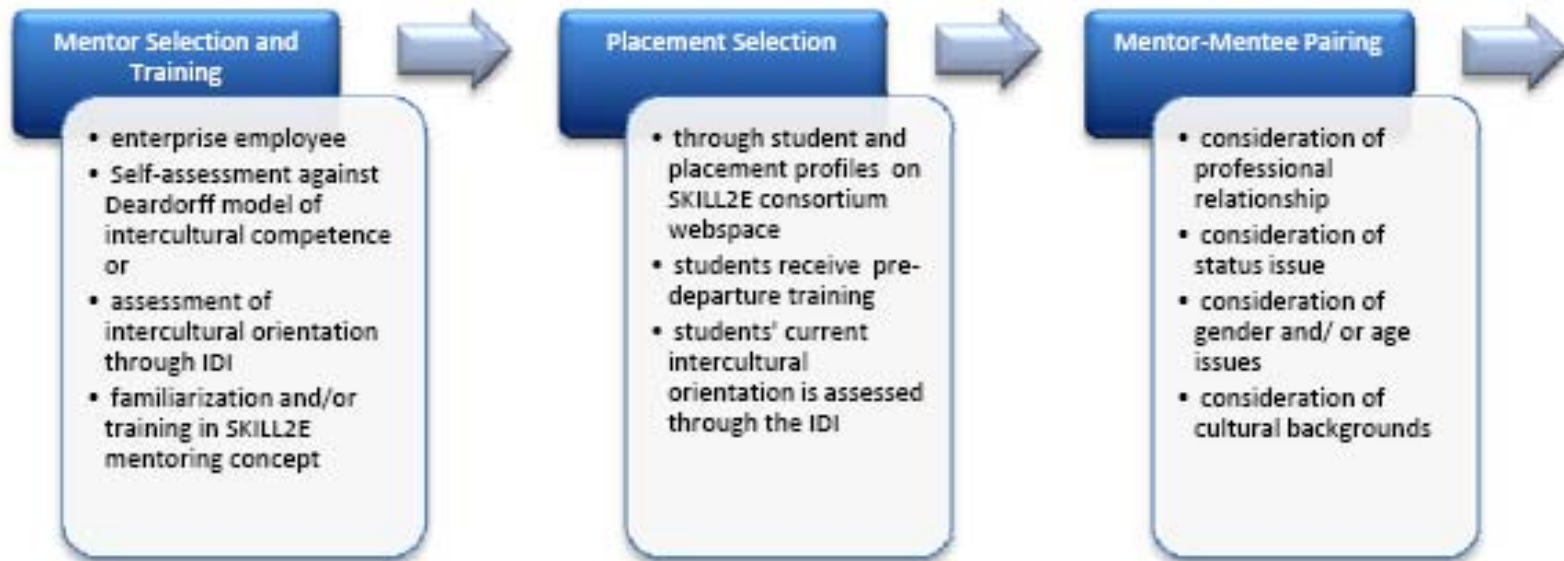
- based ideally on IDC orientation stage and adapted accordingly
- carried out by qualified SKILL2E intercultural trainer

Mentor Qualification Profile

- Appropriate knowledge: cultural, professional and company-specific
- Good communication skills and social competence
- Trustworthiness
- Intercultural competence assessed either against Deardorff pyramid model or through IDI

Mentor Task Profile

- Acts as consultation and discussion partner
- Facilitates integration into specific workplace environment and organizational culture
- Acts as role model
- Supports self-reflection capacity of mentee





Integration aller Stakeholder

Anstoß zur Bewusstseinsänderung

Implementierung von geeignete Unterstützungsmaßnahmen
physisch und virtuell

Förderung der Selbstreflexionsfähigkeit und des kritischen Denkens

Messbare und nachvollziehbare Ergebnisse im *Soft Skills* Bereich



A Lifelong Learning project that bridges the intercultural competence gap between the university and the enterprise

www.skill2e.net.ms