Experience difference.

The Summer Institute for Intercultural Communication 2015

> TEACH WISELY TRAIN EFFECTIVELY MANAGE THOUGHTFULLY

Summer Institute for Intercultural Communication 2015



THE INTERCULTURAL COMMUNICATION INSTITUTE

8835 SW Canyon Lane, Suite 238, Portland, Oregon 97225 USA Phone: (503) 297-4622 Fax: (503) 297-4695 Email: ici@intercultural.org Web: www.intercultural.org

A Letter of Invitation to the Summer Institute for Intercultural Communication

July 2015 Reed College Portland, Oregon USA Dear Friends and Colleagues,

We welcome you warmly to our Summer Institute, an intercultural place where you can talk about what you do, and not have to explain yourself, where being intercultural is part of all that we do.

Our life's work is building bridges among cultural differences, softening barriers to living life with cultural others, and probing the mysteries of unknown places and peoples. We do so not only to teach more wisely, train more effectively, and manage more appropriately, but also sometimes for the sheer pleasure of experiencing differences.

The Summer Institute for Intercultural Communication (SIIC) has a 39-year history of providing professional development for people who believe that this work matters. During its first ten years at Stanford University, and for the last 29 under the auspices of the Intercultural Communication Institute (ICI) in Portland, Oregon, SIIC has become a creative—and sometimes downright playful—community of intercultural scholars and practitioners from many cultures that meets each year to renew their energies and commitments.

Many of you who have come to the Institute have commented that SIIC is a culture in itself, characterized by the intensity of the learning experience, its relevance to your professional development, its balanced emphasis on knowledge and skills, and the respectful and supportive atmosphere in which we all gather. SIIC faculty members have been selected not only for their credentials but also for their appreciation of the SIIC participants, who bring a wealth of insight and experience in their own right. As we co-create this highly interactive learning environment, we engage in discussions over long mealtimes and social receptions scheduled every night.

The SIIC atmosphere is inclusive—all participants should expect that their cultural differences will be appreciated and that there will be interest in mutual learning about those differences. Whether you are leading a global team, designing a new diversity initiative, preparing a course for fall term, or directing a study abroad program, you can anticipate a lively week or two of intense engagement with intercultural issues and resources networking, listening, asking, and indulging in the company of diverse and similarly dedicated professionals. Please join us for what again promises to be a unique and significant learning opportunity.

Your Friends at ICI

2015 Schedule

*Indicates new workshop for 2015. Please note: Only one workshop may be attended per session.

SESS	SION I A: 5-day Concurrent Workshops: July 13-17, 2015			
1.	The Assessment and Development of Global Leaders: Insights from the Field Joyce Osland			
*2.	Upsetting the Balance: Liberating Our Course Design Janet Bennett, Nagesh Rao			
3.	Facilitating Intercultural Competence: Experiential Methods and Tools Basma Ibrahim DeVries, Tatyana Fertelmeyster			
4.	Transformative Training: Design, Development, and Delivery Mick Vande Berg			
5.	Intercultural Leadership Development from the Inside Out Sheila Ramsey, Barbara Schaetti			
*6.	Embracing Intercultural Engagement John Condon, Chenoa Bah Stilwell-Jensen			
7.	Linking Social Justice and Intercultural Communication in the Global Context Amer Ahmed, Kathryn Sorrells			
8.	Navigating Intercultural and Intergroup Conflict Communication Tenzin Dorjee, Stella Ting-Toomey			
9.	Teaching Diversity: Possibilities and Pitfalls Carlos Cortés, Louise Wilkinson			
*10.	Turning Intercultural Theory into Practice Mary Meares			
*11.	Gaining Gaming Competence: The Meaning Is in the Debriefing Dianne Hofner Saphiere, Daniel Cantor Yalowitz			
SESSION I B: 3-day Concurrent Workshops: July 15-17, 2015				
12.	China: Encountering the Culture of a Rising Power George Renwick			
13.	Assessing Intercultural Competence Michael Stevens			
14.	Foundations of Intercultural Coaching T. Glen Sebera			
15.	Defining, Developing, and Defusing Difficult Dialogues Anita Rowe, Donna Stringer			
*16.	The Interactional Dynamics of Social Change Stephen Schuitevoerder			
17.	Storytelling for Intercultural Reflection Anne Copeland			
18.	Creating a Workplace That Works: When Is Something Cultural Going On? Tom Kochman, Jean Mavrelis			
*19.	Dignity, Diversity, and Dialogue in the Workplace Valerie Craigwell White			
A SAMPLE OF SIIC: One-day Workshops: Saturday, July 18, 2015				
	(See pages 4-6 for more information.)			

SIIC FELLOWS PROGRAM: July 6-23, 2015

This program offers an opportunity to examine and experience multicultural team building and work behind the scenes with the SIIC staff and faculty. See page 9 for more information.

SESS	SION II A: 5-day Concurrent Workshops: July 20-24, 2015
20.	Training Design for Intercultural Learning
	Janet Bennett, Michael Paige
21.	Culture, Communication, and Team Collaboration
	Terence Brake
22.	Teaching Intercultural Communication
	Leeva Chung, Stella Ting-Toomey
23.	Understanding Racial and Cultural Identity in America
24	William Cross
24.	Emotional Intelligence and Diversity Jorge Cherbosque, Lee Gardenswartz
25	Making Diversity and Inclusion Work: An Integrative Approach to Culture Change
201	Anita Rowe, Donna Stringer
26.	When Our Students Learn Away from Home: Training for Transformation
	Mick Vande Berg
27.	Interactive Experiential Strategies for Intercultural Training
	Sivasailam "Thiagi" Thiagarajan
28.	The Undercover Interculturalist: Exploring Cultural Complexity
	in Everyday Experience
+20	John Condon, Richard Harris
*29.	Fostering Resilience: Arts, Alchemy, and Social Transformation Michelle LeBaron
SESS	SION II B: 3-day Concurrent Workshops: July 20-22, 2015
	Foundations of Intercultural Communication
50.	Santalynda Marrero, Andy Reynolds
31.	Intercultural Competence on Campus: Educating Global-Ready Graduates
	Darla Deardorff
32.	Cross-Cultural Training in International Corporations
	George Renwick
33.	New Tools for Intercultural Communication: Smart Phones, Digital Imagery,
	and the Internet
24	Miguel Gandert
34.	Language, Culture, and Intercultural Communication Kyoung-Ah Nam
35	Cultural Agility: Countering Bias with Self-Awareness, Curiosity, and Empathy
55.	Carol French, April Lewis
*36.	The Art of Intentional Spontaneity
	Tatvana Fertelmeyster
37.	An Intercultural Perspective: Radical Transformation in Southeast Asia
	Prany Sananikone
CECC	
3533	SION II C: 2-day Concurrent Workshops: July 23-24, 2015
38.	Training Methods for Exploring Identity
20	Tatyana Fertelmeyster Advanced Workshop: Coaching Global Managers
39.	George Renwick
*40.	The Neuroscience of Intercultural Relations
	Shannon Murphy Robinson
	/ INTERCULTURALISTS PROGRAM: July 12-19, 2015
	program is designed to provide an immersion experience for those who are entering
	ploring the intercultural field. See page 10 for more information.

The Summer Institute for Intercultural Communication 2015 • 3

A Sample of SIIC: One-Day Workshops

Saturday, July 18, 2015

*Indicates new workshop for 2015.

These mini-seminars are designed for those who want a sample of the Summer Institute experience but don't have a lot of time. You can also conveniently add one of these workshops to the beginning or end of your program. The faculty are chosen from the ICI/SIIC network and topics reflect interest areas suggested by former participants. This is a great way to spend a day!

A. Being Culturally Agile: Cultural Calisthenics from Assessment to Application

Carol French and April Lewis (Biographies, p. 31, Workshop 35)

Think of this workshop as intercultural strength training with fast-paced core exercises and activities that are designed to improve intercultural effectiveness and support the characteristics of cultural agility. The session will explore ways to use assessment as one of the foundations of designing and implementing a diversity, equity, and inclusion program.

B. Dealing with Privilege: Thinking Clearly and Acting Effectively

Carlos Cortés (Biography, p. 18, Workshop 9)

"Oh, so you're neutral on that topic. Then whom are you neutral against?" — Mark Twain. What is privilege? How does it affect our lives? What ethical dilemmas does it raise concerning equity and inclusion? What can I do about it, both personally and organizationally? We'll address such questions as we examine critical issues related to dealing effectively with the complexities of privilege.

*C. The Many Faces of India

Nagesh Rao (Biography, p. 14, Workshop 2)

The journey to India is filled with myth, fantasy, and powerful realities. For our virtual experience in this workshop, we will explore the many faces of India, rich and poor, corrupt and spiritual, harmonious and dissonant. For those engaging with members of the Indian diaspora or with its booming corporate sector, we will examine perspectives on interacting sensitively and competently with Indians in both educational and corporate settings. And for those connected to India's future, as we *all* are in this decade, this overview will bring to life a deeper and more complex India for our work and pleasure.

D. Intercultural Career Planning

Mary Meares (Biography, p. 18, Workshop 10)

What exactly is an "intercultural" job, and where are they? What education, skills, knowledge, and intercultural experience are essential to get these jobs? How can one either begin or shift a career focus? This interactive session will explore these questions as they apply to the intercultural career interests of all participants.

E. It Goes Without Saying: The Still-Radical Vision of Edward T. Hall

John Condon (Biography, p. 16, Workshop 6)

Last year marked the 100th anniversary of the birth of the radical and visionary anthropologist, Edward T. Hall, who saw the intercultural as key to discovering one's cultural identity, and who famously argued for the intricate bond of culture and communication. Anyone in the intercultural field will find much that is new in this workshop about how we learn, about time, timing, rhythm, and the evolutionary significance of our new digital era that confounds the meanings of time and space. After a review of some of Hall's notable contributions, we will turn our attention to his most provocative, important, but largely overlooked ideas, still radical after all these years. John (Jack) Condon was a former colleague, neighbor, and friend of "Ned" Hall for over 40 years, and he is writing a book on the themes of this workshop.

F. Using Film for Intercultural Education: Expanding Perspectives and Shaping Responses

Regge Life and Louise Wilkinson (Biography for Regge Life at www.intercultural.org; Biography for Louise Wilkinson, p. 18, Workshop 9)

Films have the power to engage people in alternative realities, to take them to worlds unknown or unexplored. This workshop will provide practical approaches to using the power of films and film clips to achieve specific intercultural educational goals. We will sample both commercial feature films and documentaries to explore how they can help address the development of intercultural understanding and competencies, as well as issues of identity that surface for nondominant cultures and in overseas living and reentry. You will gain greater understanding of the impact and uses of film and leave with strategies for using this medium in your own teaching.

G. Developing a Culture of Resiliency

Glen Fahs and Michelle Atlas (Biographies at www.intercultural.org)

As organizations bring cultures together in the workplace, there is often an imbalance between creating a cohesive workforce identity and respecting differences. Core to resolving such issues is resiliency—an attitude that our reactions to circumstances can be skillfully managed—and that making the best from the worst is essential. One fundamental difference in perspective is whether we are controlled by luck, fate, and powerful others or whether we can individually or collectively make important differences. Resiliency experts believe that, whatever the context, we need to reject victimization and view the future as closely linked to the present. This session will clarify the meaning of resiliency in our lives, our societies, and our organizations, and specify practical ways we can foster a spirit of resiliency amid disruptive change.

*H. Gaming Agility: Getting More Out of Our Tools

Dianne Hofner Saphiere and Daniel Cantor Yalowitz (Biographies, p. 19, Workshop 11)

During this highly experiential workshop we will participate in a number of different intercultural simulations and games, and then re-introduce, conduct, debrief, or modify them for varying purposes. The day will be fast-paced and high energy. There will be much work in small groups, and participants will take turns facilitating the large group. We will emphasize the critical importance of debriefing and the ethics of proper debriefing, as we illustrate that using different questions and methods can make a single activity produce learning that is applicable to a diversity of purposes. Come ready to engage!

(Descriptions continued on next page.)

*I. Engaging Islam: A Perspective for Educators

Amer F. Ahmed (Biography, p. 17, Workshop 7)

With 1.7 billion followers, Islam extends throughout the world, across diverse nations and cultures. Yet media paint Muslims with a broad brush, emphasizing terrorism and conflict. Significant profiling, prejudice, and fear have fostered a need for engagement with this group, engagement that requires knowledge, understanding, and acceptance. This workshop will explore how we can help to bridge the divide between Islamic identities and various societies. Through facilitated dialogue, discussion, and contextual exploration, we will address issues of Islamophobia and consider how interculturalists can support processes that foster thoughtful awareness and healing.

*J. Perspectives on Identities: Preparing Anglo Students for Study Abroad

Sherwood Smith (Biography, p. 10)

To prepare Anglo students for the intercultural experience of international study, a nuanced and critical understanding of both cultural and White identity development models is needed. We will identify tools for engaging Anglo/White students in an understanding of their own identity prior to study overseas.

K. Intercultural Intimate Relationships

Anne P. Copeland (Biography, p. 22, Workshop 17)

Intimate relationships between people of different races, faiths, nationalities, or subcultures are all intercultural in nature. In addition to the joys and opportunities open to intercultural couples, these couples face many practical, communication, emotional, family, and value-based challenges. We will explore these challenges across the life span of the relationship, from the moment the couple begins their relationship (e.g., differences in mate selection) and extending throughout their lives (e.g., deciding where to live, celebrating holidays, relationships with extended families, child-rearing values). The workshop is designed for those who support others in intercultural relationships and want to explore solutions that others have found effective.

*L. Making Sense of Borders, Boundaries, and Identity: The Aftermath of the "Je Suis Charlie" Phenomenon

Prany Sananikone and Dorothy Sermol (Biography for Prany Sananikone, p. 32, Workshop 37; Biography for Dorothy Sermol at www.intercultural.org)

This one-day colloquium will engage you in exploring the meaning of boundaries in the context of today's cultural and spiritual interfaces. How does a multi-ethnic society react when cultures clash? The discussion will focus on meaningful reflections of what it means to be uprooted from one's own culture: on those who are temporarily or permanently displaced, exiled, alienated, and who may live in fear and anger. We will also explore the impact of global migration on communication, acculturation, and the new world citizen. Change, correctly understood, may lead to positive acculturation, understanding, and belonging—even with an accent.

The Intercultural Communication Institute

The Summer Institute for Intercultural Communication (SIIC) is sponsored by the Intercultural Communication Institute (ICI), a nonprofit charity with the mission of fostering an awareness and appreciation of cultural difference in both the international and domestic arenas. ICI was founded by Janet Bennett and Milton Bennett with an endowment from Milton's father, Stanton D. Bennett, an international businessman whose life reflected a commitment to world peace, hospitality to foreign visitors, and generous support for education.

ICI is based on the belief that we share an ethical commitment to further intercultural work that has been shown to contribute to better understanding and reduced conflict among people of different cultures. In addition to sponsoring SIIC as part of this mission, ICI maintains an extensive research library available year-round for intercultural scholars and practitioners, conducts a graduate degree program and a certificate program, provides referrals and information on intercultural topics, and supports professional activities in the field.

ICI has academic relationships with the University of the Pacific in Stockton, California, and with Portland State University, which offers credit for SIIC courses. Portland State University and ICI also collaborate to offer an Intercultural Training Certificate. In addition, ICI has professional partnerships with the Kozai Group, Cultural Detective®, the Intercultural Resources Collaborative, Executive Diversity Services, Aperian Global, and Personal Leadership Seminars.

SIIC Workshops and Programs

Workshops are presented in two sessions plus a series of Sample of SIIC (SOS) workshops on Saturday, July 18. **Since workshops run concurrently, only one workshop may be attended per session.** However, the workshops have been carefully scheduled to make it easy to combine a 3-day workshop in one session with a 5-day workshop in another session.

Session I offers 5-day and 3-day workshops.

- Session I A: 5-day workshops begin at 9:00 a.m. Monday, July 13, and end on Friday, July 17, at 5:00 p.m. Participants staying on campus should arrive Sunday after 4:00 p.m., July 12, and depart Saturday, July 18.
- Session I B: 3-day workshops begin at 9:00 a.m. Wednesday, July 15, and end on Friday, July 17, at 5:00 p.m. Participants staying on campus should arrive Tuesday after 4:00 p.m., July 14, and depart Saturday, July 18.

A Sample of SIIC (SOS) offers 1-day workshops on Saturday, July 18, beginning at 9:00 a.m. and ending at 5:00 p.m. Participants staying on campus should arrive Friday after 4:00 p.m., July 17, and depart Sunday, July 19. Session I and Session II participants are encouraged to stay on or come early to add a 1-day workshop topic to their curriculum.

Session II offers 5-day, 3-day, and 2-day workshops.

- Session II A: 5-day workshops begin at 9:00 a.m. Monday, July 20, and end on Friday, July 24, at 5:00 p.m. Participants staying on campus should arrive Sunday after 4:00 p.m., July 19, and depart Saturday, July 25.
- Session II B: 3-day workshops begin at 9:00 a.m. Monday, July 20, and end on Wednesday, July 22, at 5:00 p.m. Participants staying on campus should arrive Sunday after 4:00 p.m., July 19, and depart Thursday, July 23.
- Session II C: 2-day workshops begin at 9:00 a.m. Thursday, July 23, and end on Friday, July 24, at 5:00 p.m. Participants staying on campus should arrive Wednesday after 4:00 p.m., July 22, and depart Saturday, July 25.

The Summer Institute for Intercultural Communication 2015 • 7

In addition to the professional workshops, there are also evening programs that include presentations by experts on relevant topics, simulations, and career counseling sessions. If you do not intend to stay on campus, we encourage you to spend as many evenings as possible there, since the evening programs are an important part of the overall educational experience. Informal receptions for participants and faculty follow the evening programs. Entertainment is also scheduled during each session.

A small selection of new and classic intercultural materials from the ICI Research Library will be available onsite during SIIC. The entire ICI Library, which contains over 31,000 specialized books, articles, and training materials, is housed at ICI's permanent headquarters and will be open to participants on scheduled days during SIIC. Check our website for details. Some current titles in intercultural relations will also be available in the SIIC Bookstore.

Please note: Activities are scheduled every evening during both sessions. If you are planning to sightsee or visit family or friends in the Portland area, it helps to know that each day is scheduled from 9:00 a.m. to 11:00 p.m. To get the maximum benefit from SIIC, we recommend that you plan any extracurricular activities before or after the session.

Choosing Your Workshop

Selecting the best workshop to meet your needs based only on the written description can be challenging. After you check the complete online workshop descriptions, we encourage you to use the excellent advising services at ICI. The staff welcomes the opportunity to provide you with details by phone or email about instructors, workshop content and methods, and possible alternative choices. We want you to be satisfied with your choice, since changing workshops after they begin may be difficult. If your organization is sending a team, it is especially beneficial to receive advice on distributing and balancing topics for the group.

Earning Academic Credit through SIIC Workshops

All SIIC 3-day and 5-day workshops qualify for academic credit through a cooperative agreement between the Intercultural Communication Institute (ICI) and Portland State University (PSU). Participants in graduate or undergraduate programs are often able to use their SIIC workshops as elective credits toward their degrees. Others who are working for the Intercultural Practitioner Certificate can take a 5-day workshop for credit to meet one of the certificate's requirements.

Both graduate and undergraduate credits are available through the PSU Graduate School of Education/Continuing Education. For 3-day sessions, a participant may earn 2 quarter credits (1.3 semester credits). For 5-day sessions, a participant may earn 3 quarter credits (2 semester credits).

For information on academic credit requirements, see the syllabus on our website. To receive credit, students will be required to complete their written projects before November 1, 2015. PSU credits are issued during the Fall Quarter and grades are available in mid-December.

Please contact Chris Cartwright (cartwrightc@intercultural.org, 503-297-4622) at ICI for additional information about the academic credit option. **Do not contact Portland State University.**

Continuing Education Credits (CEC) or Units (CEU)

Many SIIC workshops qualify for the continuing education units required by various professional groups (HR professionals, trainers, counselors, teachers, attorneys, etc.). Please contact Chris Cartwright (cartwrightc@intercultural.org, 503-297-4622) at ICI for additional information.

SIIC Fellows Program

July 6-23, 2015

The SIIC Fellows Program offers an opportunity to experience substantial intercultural professional development, to assess career direction, to commit to a personal intercultural practice, and to learn about intercultural team building by working directly with other Fellows, SIIC staff, and faculty. It is a combination of a mentoring program and a chance to get a different and more extensive behind-the-scenes Institute experience. This is one of two SIIC programs with a formal selection procedure. Our Fellows typically range in age from 25 to 70 and come from dozens of different cultures and professions. Approximately 30 Fellows will be chosen for 2015.

Criteria for selection are:

- Some knowledge of the intercultural field
- Professional experience or at least graduate student status
- Commitment to a career in fields related to intercultural relations
- Enthusiasm for working in a support/service capacity, while also learning at the Institute

During the Fellows Session preceding SIIC, Fellows receive professional development in multicultural team processes based on the practice of Personal Leadership. There is a strong emphasis on collaborative learning, and a rare opportunity for diverse individuals with a common interest to explore the role of intercultural communication in their lives.

During Sessions I A and II B, Fellows participate in workshops while also providing logistic and other assistance to the workshop faculty. In Session II B, they have the opportunity to discuss design and group process issues with the faculty. In addition, Fellows support SIIC in a variety of roles, from helping prepare the campus for the arrival of participants to assisting with the evening programs and social hour.

Financially, the SIIC Fellows Program represents a significant tuition discount. Fellows pay reduced tuition, room, and board for the first week of the Fellows Program as well as for Sessions I A and II B.

The total cost for Fellows (tuition and room and board for the whole Fellows Program) is **\$2850**. Fellows should arrive no later than 6:00 p.m. Monday evening, July 6, and depart no sooner than Thursday morning, July 23. Application forms, available from ICI, can also be downloaded from our website, www.intercultural.org. The deadline for early acceptance, particularly for international applicants needing visas, is Friday, May 1, 2015. Applications will be accepted until Friday, May 22, 2015.

FELLOWS PROGRAM FACULTY: Gordon C. Watanabe

Dr. Gordon C. Watanabe, a founding partner of Personal Leadership Seminars, consults in corporate, educational, and other organizational settings (most recently the Esalen Institute) on Personal Leadership, diversity, and intercultural competence. He is a professor emeritus and former special assistant to the president for intercultural relations at Whitworth University, where he focused on the role of deep self-understanding in successful cross-cultural negotiations and intercultural team building. Gordon was initiated as a meditation teacher in 2000, and now also offers energy meditation seminars. He has taught middle school biology and teacher education, and advised and counseled university-level international, study abroad, and minority students.

The Summer Institute for Intercultural Communication 2015 • 9

RETURNING FELLOWS PROGRAM FACULTY: Sherwood Smith

Dr. Sherwood Smith is the senior executive officer for engagement and professional development and a lecturer in the University of Vermont's Department of Integrated Professional Studies. He has been a Peace Corps volunteer in Tanzania, a cooperative extension agent, an adjunct faculty member for the School for International Training in Kenya, and the assistant director of residence life at Pennsylvania State University. Sherwood's work focuses on issues related to theories of prejudice, cross-cultural influences on development, and multicultural education. His most recent publication is a collaboration titled, "When the Unexpected Happens: Navigating Difficult Conversations and Moments in Higher Education" in *Critical Social Justice Issues for School Practitioners*.

New Interculturalists Program

July 12-19, 2015

Designed for those interested in a glimpse of SIIC behind the scenes, the New Interculturalists Program begins just before Session I, and offers an Institute immersion experience, an introduction to the field of intercultural relations, and an exploration of professional opportunities. All New Interculturalists will also attend a three-day workshop in Session I B and a one-day Sample of SIIC workshop, where they will work closely with faculty in a support capacity. This is an opportunity to not only see behind the scenes but also be behind the scenes at SIIC and gain considerable insight into what drives the field and those who are actively engaged in it.

Ideal candidates for this program are recent college graduates interested in testing whether intercultural work is right for them, those considering intercultural graduate school, or professionals shifting from another field into intercultural careers.

New Interculturalists will have the opportunity to:

- Learn how to become more deeply engaged in intercultural training, research, and education
- Examine career options for using intercultural knowledge and skills
- Review core concepts in intercultural relations, including the history of the field
- Be a part of the team that implements the Summer Institute

Through a mixture of discussion, presentation, exercises, and service to SIIC, New Interculturalists will experience both the theory and practice of intercultural relations. This is one of two SIIC programs with a formal selection procedure, and enrollment is limited so participants can receive more personal attention.

The total cost for the New Interculturalists Program (tuition and room and board for the session) is **\$1525**. New Interculturalists should arrive no later than 5:00 p.m. Sunday evening, July 12, and depart no sooner than Sunday morning, July 19. Application forms, available from ICI, can also be downloaded from our website, www.intercultural.org. The deadline for early acceptance, particularly for international applicants needing visas, is Friday, May 1, 2015. Applications will be accepted until Friday, May 22, 2015.

Master of Arts in Intercultural Relations

The Master of Arts in Intercultural Relations (MAIR) program is for seasoned and aspiring professionals who wish to earn an M.A. degree while maintaining their commitments to family, work, and community. MAIR is designed to prepare you for a stimulating career or to increase your skills in an existing job. Our program offers you a unique curriculum in a creative format designed for the working adult.

This limited-residency program, now in its 21st year, is intended to meet the needs of people who find the schedule and structure of a traditional full-time graduate program difficult to integrate into their lives, yet desire the benefits of face-to-face interaction with experts in the field as well as with their fellow students. The program emphasizes a theory-into-practice model, stressing the application of relevant theoretical frameworks and concepts to real world contexts, including both domestic diversity and global settings. The MAIR program attempts to link your ongoing professional aspirations and responsibilities with your academic work.

In the MAIR program:

- You attend short-term residencies in Portland, Oregon, and finish your studies at home. All courses combine face-to-face learning with independent learning at home. *Courses* are not online.
- You study with a faculty of 15 to 20 people who come from top university programs as well as the world of consulting. Many SIIC faculty also teach MAIR courses.
- Your academic program can be tailored around your current work or future goals.
- You can focus on intercultural issues in both domestic diversity and global environments.
- You can focus on areas such as education, international development, corporate, social services, immigrant/refugee services, healthcare, and varied new and developing areas.
- You select electives around your special interests; you may study through SIIC, independent studies, MAIR program elective courses, or graduate-level courses at other universities.
- You can combine MAIR with Peace Corps service through the Master's International Program.

The MAIR staff is available to talk with you about your goals and how we might help you meet them. For more information contact Dr. Kent Warren, Dr. Chris Cartwright, or Kelli Fritsche at the Intercultural Communication Institute (mair@intercultural.org) to arrange an appointment to learn more.

Intercultural Certificate Program

The Intercultural Communication Institute (ICI), through SIIC, offers the Intercultural Certificate Program, with three levels of certification acknowledging your learning based on a union of theory and practice, completion of a balanced curriculum, knowledge of intercultural practices, and growth as an intercultural professional. Each level represents the completion of core training through SIIC and is supported by other ICI offerings, including MAIR courses and ICI-affiliated courses/training. The certificates reflect participation in the ICI network and commitment to the professional standards maintained by ICI trainers and faculty.

For more information and specific guidelines for completing the certificates, see our website, www.intercultural.org, or contact Dr. Kent Warren or Mike Fuentes at the Intercultural Communication Institute (certificate@intercultural.org, 503-297-4622).

Tools for Teaching, Learning, and Assessment

The Intercultural Communication Institute (ICI) is pleased to maintain partnerships with the creators of several exciting tools for teaching, learning, and assessment. In addition to those described below, ICI Partnership Programs include:

- Personal Leadership Seminars (plseminars.com)
- Diversafari (www.executivediversity.com/#!products/c1lbt)
- Intercultural Resources Collaborative (IRC) (www.irc-international.com)

For more information, visit the Intercultural Training and Assessment Tools section of our website, www.intercultural.org/tools.php. For assessments, contact Chris Cartwright at cartwrightc@intercultural.org. For training tools, contact ICI at ici@intercultural.org or 503-297-4622.

Cultural Detective®

Facilitator Certification Workshop

July 18-19, 2015 • Portland, Oregon (during SIIC)

Cultural Detective® is a unique, process-based tool designed to develop skill and strategy to improve intercultural competence. A result of collaboration among over 130 intercultural experts globally, the Cultural Detective series offers more than 60 modules, both culture-specific and topic-based. It can be directly applied to a variety of contexts and situations, and it is easily incorporated into existing training or coaching programs.

The Cultural Detective Facilitator Certification Workshop is offered for trainers and educators seeking sophisticated strategies for introducing the complexity of cultural values to program participants. ICI is pleased to partner with Dianne Hofner Saphiere, creator of the Cultural Detective series, to offer this special workshop between Sessions I and II.

If you want to strengthen your skills as a facilitator, coach, or team lead, or simply learn the Cultural Detective Method, join this two-day inspiring and enriching workshop.

Information about registration can be found at www.intercultural.org/cdworkshop.php.

The following Cultural Detective books and training materials are also available from ICI. Descriptions can be viewed at www.culturaldetective.com/relatedproducts.

- Communication Highwire: Leveraging the Power of Diverse Communication Styles
- Success Strategies
- Redundancia: A Foreign Language Simulation
- Shinrai: Building Trusting Relationships with Japanese Colleagues
- Ecotonos: A Simulation for Collaborating Across Cultures

The Global Competencies Inventory (GCI) and The Intercultural Effectiveness Scale (IES)

GCI Qualifying Seminar

July 18-19, 2015 • Portland, Oregon (during SIIC)

An additional opportunity to learn about the IES: A Sample of SIIC Workshop: Being Culturally Agile July 18, 2015 • Portland, Oregon

The Kozai Group, creators of the GCI and the IES, is composed of leading scholars and consultants in areas of intercultural and international education, research, training, and consulting.

The GCI measures personality characteristics associated with working effectively across cultures in an organizational environment, and is predictive of higher levels of performance in international assignments, increased intercultural skills, and greater job satisfaction. Qualifying Seminars are required to prepare professionals to use the GCI. This seminar will help you understand the development, interpretation, and methods for using the GCI to create a development plan for clients. The GCI Qualifying Seminar is two days long and open to trainers, consultants, and coaches who want to use the GCI.

The IES is a streamlined educational and trainer version of the GCI, and has been designed specifically to assess people's personality characteristics that have been associated with effective behavior in intercultural contexts. Teaching aids are available for the IES, although purchase of the IES does not require certification. The Sample of SIIC workshop, *Being Culturally Agile*, is a one-day workshop designed to give educators, trainers, and consultants a general understanding of how to teach, train, and coach for intercultural effectiveness, including information on the IES.

Information about registration can be found at www.intercultural.org/gci-seminars.php.

GlobeSmart®

GlobeSmart®, from Aperian Global, was designed for people like you—busy professionals who need high-quality, practical information about multiple cultures, at a moment's notice. Based on substantial research in 65 countries, GlobeSmart® provides a window into other cultures, as well as a window into your own.

This comprehensive online resource provides:

- Rich, country-specific information related to the practice of key global business skills in 65 countries—available online, in printed report format, or on-the-go from your mobile device
- A simple, validated, self-assessment questionnaire, available in 14 languages
- Video scenarios and interactive exercises that illustrate core cultural dimensions

A special students-only rate, offered through a partnership between ICI and Aperian Global, allows students to access GlobeSmart® throughout a four-month period. You can register for academic access at www.aperianglobal.com/start/globesmart-ICI.

Session I A: July 13-17, 2015

The Assessment and Development of Global Leaders: Insights from the Field

Joyce Osland

Upsetting the Balance: Liberating Our Course Design

Janet Bennett and Nagesh Rao If your organization is like most, you are struggling to comprehend the ways in which globalization influences leadership and how you can develop enough leaders to cope with the rapidly transforming global work environment. By providing a state-of-the-art overview of both leadership research and current best practices, we will explore how organizations can develop and support global leaders. You can expect to come away with an enhanced understanding of models of global leadership development, characteristics of interculturally competent global leaders, how effective leaders guide change, and strategies and tools for designing leadership development as a global leader.

Dr. Joyce Osland, a senior partner of The Kozai Group, is the Lucas Endowed Professor of Global Leadership and the executive director of the Global Leadership Advancement Center in the Lucas College and Graduate School of Business at San Jose State University. Joyce is the founder of the innovative GLLab assessment center and the Global Leadership Passport Program for undergraduates. She has won awards for both research and teaching, including the Outstanding Educator award in International Management from the Academy of Management. Joyce spent 14 years working and living overseas and continues to train, teach, and consult internationally. She has published widely, writing primarily on global leaders, expatriates, Latin American comparative management, women leaders, and cultural sense making.

Intercultural experiences turn into learning when guided by carefully designed, theoretically grounded opportunities to experience others as they are. At the same time, our teaching must foster a certain delight at the unstructured, untethered learning. We will use our week together to integrate a strong conceptual foundation with liberated design that matters as we attempt to transform experience into insight. Our exploration in this workshop will include new "liberating structures," frame-games, and transformative learning as well as appreciating the immense importance of thinking of others, human and otherwise. And as we do so, we will consider how we can develop in ourselves and others the necessary mastery and concomitant humility required to be effective across cultures. You can count on intriguing guestions and maybe a bit of inspiration about both social justice and global competence, and you will leave with materials and resources to support your work.

Dr. Janet Bennett enjoys teaching wherever she can, and appreciates the many ways of seeing the world through intercultural eyes. She spends her time teaching and writing on intercultural communication, with a particular interest in adaptation, training design, and intercultural competence. She recently edited The Sage Encyclopedia of Intercultural Competence. Janet also happens to be the executive director of the Intercultural Communication Institute. Dr. Nagesh Rao is a teacher, storyteller, dancer, listener, statistician, poet, and a proud father of two daughters. His many marginal experiences give him a wealth of stories and theories to share about the many Indias, about discovery of self and others, and about how to be an effective change agent. Nagesh also happens to be the director of MICA, the Mudra Institute of Communications, Ahmedabad, India.

2

One of the main challenges for trainers and educators is finding meaningful methods and tools to develop intercultural competence. Actively engaging with conceptually grounded and widely used approaches to intercultural communication competence, such as communication styles, conflict styles, learning styles, the Cultural Detective®, and Personal Leadership®, this workshop will equip you with creative methods for training and coaching for both culture-general and culturespecific contexts. We will focus on effective group dynamics, co-facilitation, adaptation, and strategic management of participants' and clients' needs, as well as the creation of your own activities. You can expect to be creatively, experientially, and reflectively engaged. Some basic knowledge of intercultural communication concepts and some experience with presentation and facilitation is recommended.

Dr. Basma Ibrahim DeVries, a professor of communication studies at Concordia University in Minnesota, provides intercultural training and consultation to corporate, educational, and community clients, and leads travel study and service-learning groups to Egypt and Mexico. Basma was a faculty member aboard The Scholar Ship and co-authored Communication Highwire: Leveraging the Power of Diverse Communication Styles and Cultural Detective® Egypt. Tatyana Fertelmeyster is the founder of Connecting Differences LLC. She provides intercultural and diversity training both nationally and internationally. As an experienced counselor, Tatyana combines psychological and intercultural perspectives in her work. A co-author of Cultural Detective®. Russia, Tatyana is a master trainer of facilitators for Cultural Detective®.

The climate and context for intercultural training has changed dramatically in the last decade. No longer can we enter training rooms confident that our participants will share our worldview, our cultural norms, or even our own language. Intercultural training has become infinitely complex—and intriguing. Core to training such globally diverse audiences is our capacity to assess their developmental readiness and to select methods to intentionally increase intercultural competence. In this workshop, you will have the opportunity to develop a working understanding of intercultural competence models across both domestic and global contexts, identify culturally influenced styles that impact training, develop a toolkit of developmentally appropriate activities, and resolve vexing training challenges you have faced.

Dr. Mick Vande Berg has held international education leadership positions at several institutions and organizations that are well known for their commitment to international education. The principal editor and author of Student Learning Abroad: What Our Students Are Learning, What They're Not, and What We Can Do About It, he frequently trains intercultural trainers and provides intercultural coaching in the U.S. and abroad. A founding board member of the Forum on Education Abroad, he is a recipient of both the Forum's Peter A. Wollitzer award for his "remarkable effectiveness in influencing institutions of higher education to understand and support study abroad" and the 2014 IDI Intercultural Competence Award "for outstanding contributions to organizational development in increasing intercultural competence."

Facilitating Intercultural Competence: Experiential Methods and Tools

Basma Ibrahim DeVries and Tatyana Fertelmeyster

Transformative Training: Design, Development, and Delivery

Mick Vande Berg

Intercultural Leadership Development from the Inside Out

Sheila Ramsey and Barbara F. Schaetti

Embracing Intercultural Engagement: Transformative Insights from Traditional Lifeways

John Condon and Chenoa Bah Stilwell-Jensen When it comes to leadership in culturally diverse, changefilled, and complex contexts, our ability to be fully present in each moment is the difference that makes a difference. In this session we will call upon a range of teachers and practitioners—from the neurosciences to the wisdom traditions and beyond—to dive deeply into what it means to lead from the inside out. Using various processes of self-inquiry, we will expand our abilities to create environments conducive for learning, for unleashing creativity and innovation, and for increasing productivity and team effectiveness.

Dr. Sheila Ramsey is known for her work designing communication processes that interface between leadership and the development of human potential. She is one of three founding partners of the Personal Leadership: Making a World of Difference™ process technology and has offered this work, with an intercultural focus, in Japan, Indonesia, and North America as well as at both the Esalen and Omega Institutes. Sheila has worked in corporate, government, and NGO contexts in Asia, Africa, the Middle East, the Balkans, Europe, and North America. Dr. Barbara F. Schaetti is a pioneer in the field of expatriate family services and international school transition programs, actively advancing practices that support intercultural competence in communities and organizations across Asia, Europe, and North America. Also one of the three founding partners of Personal Leadership, Barbara led the restructuring of the organization into a thriving Community of Practice. She is responsible for the Community's Training of Facilitators Program and spearheads their development of highly interactive virtual blended learning seminars for globally dispersed participants and clients.

There's a great deal to learn from the practical wisdom rooted in indigenous and non-Western cultures that can help us in the intercultural work we do: sometimes hearing more in the silence than from words, knowing the circle may be a better guide than the line, appreciating the power of a story shared that can touch and heal. We will engage all of our senses, not just in the room where we meet, but also outdoors on the beautiful Reed campus as we explore ways of knowing. Intercultural historical conflicts bring forth lingering wounds through suffering, loss, and alienation, but then change occurs through the transformation (or re-formation) of new (and ancient) resources for resilience; there is much to learn. Intercultural communication teachers, trainers, and healthcare workers, among others, may find the workshop useful both professionally and personally.

Dr. John (Jack) Condon, author, award-winning educator, and founding faculty member of the Summer Institute, is also regarded as one of the founders of the intercultural field. An emeritus professor at the University of New Mexico, Jack also taught overseas for 20 years in Asia, Latin America, and Africa. He is the director of the Jemez Institute where, with Native American friends and colleagues, he offers field trip seminars in northern New Mexico. Chenoa Bah Stilwell-Jensen teaches intercultural communication at the University of New Mexico. As a cultural educator, she advocates for the promotion of indigenous culture and language preservation. Growing up in the Navajo (Dine) Nation in a bi-cultural family and deeply rooted in Dine culture, Chenoa Bah is active in many educational and community health engagement programs. Prior to her graduate work, she was chosen in a national competition to move to Washington, DC, to be a spokesperson on themes of importance to Native Nations.

6

Globalization has catapulted people from different cultures into shared and contested physical and virtual spaces in homes, relationships, schools, neighborhoods, and workplaces, resulting in new forms of misunderstanding and conflict as well as unparalleled potential for intercultural alliances. This workshop offers a critical, social justice approach to intercultural communication, providing theoretical frameworks and process models for developing dynamic, multicultural communities committed to a more just and equitable world. It is designed for educators and trainers as well as organization and community leaders who want to develop approaches to proactively link social justice and intercultural communication in the alobal context. You will have the opportunity to gain knowledge for understanding the complexities of intercultural alliance and resource building for social justice, translate knowledge of models into skills and capacities to build intercultural partnerships for social justice, and learn strategies to address intercultural conflict and build capacities for social change.

Dr. Kathryn Sorrells is a professor in the Department of Communication Studies at California State University. Northridge, where she has been instrumental in developing a campus-wide initiative on Civil Discourse and Social Change dedicated to creating a proactively engaged campus based on humanistic values, inclusivity, and social justice. **Amer F. Ahmed** is the Dean of Sophomores and Intercultural Center Director at Swarthmore College. He is a Hip Hop activist, spoken word poet, diversity consultant, and college administrator. Amer channels his diverse experiences into addressing issues of social justice that continue to face traditionally marginalized communities globally.

As the world is becoming more interconnected, intercultural conflict is inevitable, and intercultural dialogue is vital to resolve it. Evidence suggests that the ways we resolve conflict differ greatly across cultures and social groups. Whatever issue sparks the conflict, the methods we use for resolving it frequently make the problem even more problematic. We will emphasize the importance of connecting current intercultural and intergroup conflict theories with conflict practice and explore various communication approaches, with an emphasis on identity negotiation issues across group boundaries. We will also focus on issues of immigrant adaptation, intergenerational conflicts, workplace diversity, and intergroup-interpersonal relationship development. You will gain knowledge, understanding, and tools to analyze a variety of everyday intercultural conflict situations.

Dr. Tenzin Dorjee is an assistant professor in the Department of Human Communication Studies, California State University, Fullerton, where he has received awards for his scholarship, teaching, and mentoring. Tenzin's expertise is in intergroup and intercultural communication, identity issues, peace building, the middle-way approach, and conflict resolution. In 2012 he had the honor to be the guest translator for His Holiness the Dalai Lama in Hawaii. Dr. Stella Ting-Toomey is a professor in the Department of Human Communication Studies at California State University, Fullerton. Her teaching passions include intercultural communication theory, intercultural communication training, and intercultural conflict management. She has authored or edited 17 scholarly books, including co-editing the 2nd edition of The Sage Handbook of Conflict Communication. Stella is the 2008 recipient of the California State University Wang Family Excellence Award.

Linking Social Justice and Intercultural Communication in the Global Context

Kathryn Sorrells and Amer F. Ahmed

Navigating Intercultural and Intergroup Conflict Communication: Multiple Theoretical Lenses and Practice

Tenzin Dorjee and Stella Ting-Toomey

Teaching Diversity: Possibilities and Pitfalls

Carlos Cortés and Louise Wilkinson

Turning Intercultural Theory into Practice

Mary Meares

"Every morning I awake torn between a desire to save the world and an inclination to savor it. This makes it hard to plan the day." — E. B. White

What are the most effective ways to teach about diversity? There is considerable difference of opinion, sometimes conflict, over how best to address diversity and diversity-related topics in the classroom, workshop, or individual consultation. We will examine, demonstrate, and assess a variety of strategies for teaching about diversity, including their strengths, weaknesses, and possible unintended consequences. During the course, you will have the opportunity to experiment with and critically analyze these different teaching approaches.

Dr. Carlos Cortés is a professor emeritus of history at the University of California, Riverside, general editor of the recently published Multicultural America: A Multimedia Encyclopedia, and creative/cultural advisor for Nickelodeon's "Dora the Explorer" and "Go, Diego, Go!" A recipient of the American Society for Training and Development's National Multicultural Trainer of the Year Award, he lectures throughout the world, including on cruise ships. Dr. Louise Wilkinson is an intercultural and leadership consultant for organizations, specializing in establishing links between diversity and inclusion, intercultural competence, and global leadership. She has conducted diversity workshops for nonprofits, higher education, and the private sector, and has published on personal and organizational intercultural competence in Contemporary Leadership and Intercultural Competence, The International Journal of Intercultural Relations, and The Journal of Media Literacy.

Conceptual understanding of intercultural differences has been developed extensively over the last 50 years, yet there often remains a gulf between academic research and realworld practice. How can we better understand culture in order to do our work? As psychologist Kurt Lewin noted, "There is nothing as practical as a good theory." This workshop is designed to deepen your knowledge of theory and concepts related to culture and intercultural interactions in applied contexts, both domestic and international. With an emphasis on the practical, real-life situations you may encounter in the course of your work, this workshop bridges that gulf in order to build your capacity and expertise and to help you catch up with current perspectives in the field.

Dr. Mary Meares is an associate professor of communication studies at the University of Alabama. Her research and teaching are in the areas of culture, diversity, and communication, including workplace diversity and issues of voice and mistreatment. She has taught intercultural and organizational communication in the U.S. and Japan, and was named the Faculty Mentor of the Year at Washington State University.

18 • More information on these workshops and faculty available at www.intercultural.org

Psychologist George Kelly has suggested that learning isn't being in the vicinity of an event, it's the sense we make of it. If this is so, then experiential learning through games and simulations requires special knowledge and skills to derive the most significant learning. This experiential workshop focuses on current best practices and theories for creating, facilitating, and debriefing meaningful intercultural games, activities, and simulations. We will emphasize the critical importance of debriefing, including the ethics of appropriate responses in challenging situations and a variety of successful strategies that you can use in diverse intercultural settings.

Dianne Hofner Saphiere has facilitated intercultural effectiveness efforts since 1979, working with people from over 90 nations and living and working in Mexico, Spain, and Japan. She is a practitioner who emphasizes the practical and experiential, transforming challenges into enabling solutions. Dianne is the creator of the Cultural Detective® series of intercultural effectiveness materials, a collaboration of over 130 international interculturalists. Dr. Daniel Cantor Yalowitz has been a community builder and activist professionally for nearly three decades. He is currently serving as vice-provost for graduate education at the SIT Graduate Institute in Brattleboro, Vermont. He has served domestically and globally as a trainer, consultant, workshop leader, and instructor in many capacities, including special education, early childhood education, conflict response, community building, and intercultural communication.

Gaining Gaming Competence: The Meaning Is in the Debriefing

Dianne Hofner Saphiere and Daniel Cantor Yalowitz

Session I B: July 15–17, 2015

中國: 關鍵事項國家簡報

What if China succeeds? What is really going on now inside China? Why does Chinese culture seem so much different from ours? How can we teach, train, and work with Chinese more effectively? These questions are of concern to educators, corporate managers, diplomats, social service personnel, and interculturalists—China is challenging all of us. This workshop focuses on the fundamental realities of China today, illustrated by real-life stories and case studies of intercultural work with Chinese and Westerners in China. You will have an opportunity to review the 20 best books on China, including history, philosophy, religion, political system, intercultural communication, daily life, alternative futures for China, and culture-revealing biographies and novels.

Dr. George Renwick has been traveling on assignments to China once or twice every year since 1982. He was a professor at the Chinese University of Hong Kong and the director of the Summer School at New Asia College. George has written over 50 confidential studies, reports, and letters to senior executives on Chinese-Western interaction as part of his consulting practice, intensive seminars, and briefings.

China: Encountering the Culture of a Rising Power

George Renwick

Assessing Intercultural Competence

Michael Stevens

trainers, consultants, and managers will learn about several of the most commonly used inventories, relevant research, and how the needs, processes, and outcomes of programs can be systematically evaluated. We will examine the proper role of assessment for a variety of uses and applications, including self-awareness, individual coaching, training and development, and selection decisions. This workshop will also explore the ethical implications of using inventories across various settings, contexts, and applications. You will have the opportunity to take multiple assessment inventories during the class. This workshop has a \$75 materials fee to cover the cost of the assessment inventories.

Dr. Michael Stevens is a professor of management and department chair at Weber State University, the lead author of the Teamwork-KSA employment test, and a key member of the development team for the Global Competencies Inventory.

A wise old adage claims, "What you can measure, you can manage!" This notion lies at the heart of assessing intercul-

tural competence. Through hands-on learning methods, this

workshop will familiarize you with many of the more wellestablished and valid assessment tools available in the field. We will use illustrative cases and examples to show how

the application of assessment results can form the basis for making more appropriate decisions that develop the intercultural competencies of practitioners and clients. Educators,

Current patterns in organization development suggest a growing demand for coaching across cultures. This workshop is designed specifically to address appropriate intercultural applications for one-on-one coaching engagements. We will examine the foundations of successful coaching programs for developing intercultural leadership skills with clients, including how coaching may or may not fit into their approach. We will explore what works and doesn't work with coaching engagements, discuss competencies that are involved in a coaching relationship, consider the various levels of client capacity with intercultural coaching, and reflect upon your work will include developing coaching plans to use with prospective clients. No previous coaching experience is expected.

T. Glen Sebera joined The Renaissance Consulting Group in 1997 after living and working in Japan for three years, and he has worked with corporate clients from over 40 countries in Asia, Europe, and North America. He has coached at every level within organizations, from executive level to individual contributor, across multiple functions and industries, including Hewlett-Packard, Hitachi, Wells Fargo, Agilent, and Yahoo! In addition to advising other coaches on intercultural issues, Glen leads manager-as-coach training programs for his clients.

13

Foundations of Intercultural Coaching

T. Glen Sebera

20 • More information on these workshops and faculty available at www.intercultural.org

Last year saw a number of volatile issues related to racial, religious, and gender that people want to discuss and understand. Difference in experiences can make these discussions difficult, no matter how well intended. Unacknowledged bias, preconceived notions, and emotions such as fear can block communication. Using three core conceptual models (Contact Theory, Emotional Intelligence, and Stereotype Threat), this interactive workshop will offer useful tools and guide you through self-awareness exercises and challenging dialogues about real-life cross-cultural issues. Finally, you will identify applications for your personal and professional life. Our work is designed for anyone wishing to increase intercultural competence and comfort with difficult dialogues, whether in training, education, coaching, or management.

Dr. Anita Rowe is a partner in Gardenswartz & Rowe, where for over 30 years she has helped a wide variety of clients manage change, build productive and cohesive work teams, and create intercultural harmony in the workplace. Anita and her partner, Lee Gardenswartz, have co-authored a series of articles and books on diversity and inclusion themes, including Managing Diversity. A Complete Desk Reference and Planning Guide, The Managing Diversity Survival Guide, and The Global Diversity Desk Reference: Managing an International Workforce. Dr. Donna M. Stringer was founder and president for 27 years of an organization development company in Seattle. She specializes in cross-cultural instructional design, team building, and culture change strategies. Donna has co-authored three books, including the recently published 52 Activities for Successful International Transitions. She was acknowledged as a "Diversity Legend" by the International Society of Diversity and Inclusion Professionals in 2012.

In this experiential and interactive workshop we will explore the process of social change, reflect on why effective social change is so difficult to achieve, and consider factors that can make change processes dynamic and successful. Using closed system methodologies, including small and large group facilitation methods, we will investigate interactional dynamics such as polarization, escalation, role theory, and rank, and how entrenched systemic patterns can be worked with to facilitate change. Drawing from the methods of Process Work, we will explore the skills required to facilitate dynamic change processes and then apply these exciting new developments to our own experiential group interactions and learning. You are invited to bring a case study for group discussion.

Dr. Stephen Schuitevoerder is an international consultant, lecturer, and facilitator who works with diversity issues, team building, executive development, and social and organizational conflict. He has facilitated social change in a number of different environments, including race and class in South Africa, Aboriginal and White groups in Australia, and the traditional people in Chiapas, Mexico. Stephen is a faculty member and the former president of the Process Work Institute, has a private practice in Portland, Oregon, and consults with individuals, executives, and organizations throughout the world.

Defining, Developing, and Defusing Difficult Dialogues

Anita Rowe and Donna M. Stringer

The Interactional Dynamics of Social Change

Stephen Schuitevoerder

Storytelling for Intercultural Reflection

Anne P. Copeland

Telling stories about our own lives is an ancient way to convey values, share history, and explore meaning. Ask people to tell a story about something important that happened to them, and you set them aloft into an exploration of things they didn't know they knew. We will explore a number of ways to use storytelling in training to help people reflect on their cultural values and intercultural experience. The primary focus will be on telling one's own experience, but we will also explore the telling of metaphorical stories to convey meaning. You will leave the workshop with the beginnings of your own intercultural autobiography and the tools to help others explore theirs.

Dr. Anne P. Copeland is the founder and director of The Interchange Institute, a nonprofit organization focused on the understanding and support of people in intercultural transition. She was an associate professor of Developmental, Clinical and Family Psychology at Boston University for the first half of her career, and now she conducts research and offers publications, crosscultural training, and a training-of-trainers workshop, Crossing Cultures with Competence, through The Interchange Institute.

Creating a Workplace That Works: When Is Something Cultural Going On?

Thomas Kochman and Jean Mavrelis And what if something cultural is going on? How do we know and, more important, what can we do? We will explore patterns of cultural difference in the U.S. workplace and how they impact our job functions, whether interviewing, running meetings, or working in teams. We all have tribal as well as individual identities. You will have the opportunity to examine your own deep cultural programming and identify strategies to create inclusion within your organization without requiring assimilation. This workshop is designed for those who train, teach, or work with culturally different others and who want substantive research-based insights on how cultures work in the workplace or classroom. Our goals include using relevant tools for opening the door to new conversations, with the focus on communication styles, culture-specific patterns, and in-depth awareness and skills for minimizing cultural clashes.

Dr. Thomas Kochman, chief operating officer of Kochman Mavrelis Associates and a professor emeritus of communication, University of Illinois at Chicago, is also the author of Black and White Styles in Conflict. Tom's fields of expertise include cultural diversity training and research as well as conflict, race, and culture. His focus is on the impact of cultural differences on interpersonal communication and organizational culture. Jean Mavrelis is the chief executive officer of Kochman Mavrelis Associates and co-author, with Thomas Kochman, of Corporate Tribalism: White Men, White Women and Cultural Diversity at Work. She has served on the Illinois Sex Equity Task Force and is known for her work on cultural diversity training, research, and management, with a special interest in the area of gender and culture.

The influence of *perceived dignity* on the way individuals connect with each other has recently received significant attention. Often it is someone's inability or unwillingness to create space for another's dignity in routine interactions that can amplify discord, or create what appear to be intractable conditions. But what can be done? You will learn about relevant theory and its application to dignity, dignity violations, and dignity restoration. We will explore cultural influences and neuroscience roots to learn why a perceived threat to a person's dignity can be regarded as seriously as a threat to their physical safety. We will look at a variety of ways to deepen our understanding of dignity, with a special emphasis on the workplace, and how to promote dignity in culturally appropriate concrete, practical ways. In particular, we will consider how dialogue and other tools may be applied to help restore and strengthen human connections following perceived dignity violations.

Valerie Craigwell White is the ombudsperson at Lewis & Clark College where she promotes fair process and assists college-community members with effective communication and conflict resolution. She has maintained a consulting practice in organizational and personal effectiveness for more than 20 years, using a whole systems perspective to address issues of strategic change and renewal in complex settings, cultural perspectives, and diversity. Valerie remains interested in how cultural identities affect the way in which people engage with sense-making at work, and in helping professionals develop cultural competencies they actually use.

Session II A: July 20-24, 2015

This workshop focuses on designing teaching across cultures (where we have learners from many cultures learning about any topic we teach) as well as teaching about cultures (when the topic is intercultural relations). It is a comprehensive overview of intercultural training design with an emphasis on using developmental approaches to decrease learner resistance and enhance culture learning both domestically and globally. You will learn how to apply the intercultural communication perspective to training for intercultural competence, examine strategies for teaching curiosity as a core competency, and explore the interrelationship between global and domestic intercultural competence. You will also learn how to analyze an audience's developmental readiness for intercultural learning, assess learner resistance, and develop responses using appropriate methods.

Dr. Janet Bennett is the executive director and co-founder of the Intercultural Communication Institute (ICI) and the ICI director of the Master of Arts in Intercultural Relations (MAIR) program. She teaches in the Training and Development Program at Portland State University and is the editor of The Sage Encyclopedia of Intercultural Competence. **Dr. R. Michael Paige** is a professor emeritus of international and intercultural education in the Department of Organizational Leadership, Policy, and Development at the University of Minnesota, Minneapolis. He is an author of Maximizing Study Abroad and co-author of Student Learning Abroad. Michael is co-director of the nationwide SAGE (Study Abroad for Global Engagement) research program funded by the U.S. Department of Education.

Dignity, Diversity, and Dialogue in the Workplace

Valerie Craigwell White

Training Design for Intercultural Learning

Janet Bennett and R. Michael Paige

Culture, Communication, and Team Collaboration

Terence Brake

Organizations value the idea of collaboration, but aspiration and reality are often far apart. Having people work together across physical, psychological, and cultural distances—via new collaborative technologies—presents both challenges and opportunities for interculturalists whose task is to facilitate human connection and understanding. In this workshop, we will blend explorations of virtual collaborative frameworks, tools, and best practices with interactive learning experiences to promote skills development in cultural awareness, cultural co-creation, intercultural communication, and conflict management in an increasingly digital world. You should bring a laptop with wireless capability because some exercises will be conducted via technology.

Terence Brake is the president of TMA-Americas, a consultancy focused on providing learning solutions for organizations experiencing the human challenges of globalization. He is the author of several books on global business, most recently Where in the World is My Team: Making a Success of Your Virtual Global Workplace. He is currently writing a series of e-books on borderless working.

Teaching Intercultural Communication

Leeva C. Chung and Stella Ting-Toomey This workshop presents an overview of the theories and tools of intercultural communication flexibility, effective approaches to teaching this important subject, and a selection of appropriate teaching methods. We will discuss fundamental approaches in teaching intercultural communication, review current theories in intercultural communication, examine lecture modules on selected intercultural topics, and evaluate different teaching methods. The workshop will focus on various identity-based communication themes in contemporary U.S. society and international arenas. We will explore how active learning exercises can be linked to intercultural concepts such as cultural values analysis, different identity frames, verbal and nonverbal communication styles, ingroup-outgroup boundary formation, attribution biases, intergroup conflicts, and culture shock. If you have an intercultural-related exercise, activity, or assignment that works well, you are invited to bring two copies to share.

Dr. Leeva C. Chung is a professor at the University of San Diego (USD) on the faculties of both the Department of Communication Studies and Ethnic Studies, where her research interests include ethnic and global identity, intergroup perceptions, and pop culture. Leeva also teaches abroad on USD faculty-led programs. Dr. Stella Ting-Toomey is a professor of Human Communication Studies at California State University, Fullerton. She has published 17 books and over 110 book chapters and journal articles on the topics of cultural/ethnic identity, cross-cultural facework, and conflict communication competence. Stella and Leeva recently co-authored the 2nd edition of the textbook Understanding Intercultural Communication.

24 • More information on these workshops and faculty available at www.intercultural.org

This workshop focuses on racial-cultural identity development (Black, White, other people of color) and ethnic identity development (African American, European American, and other ethnic groups) from infancy through adult maturity. We begin by focusing on the Black experience and move quickly to embrace a multicultural perspective. We trace models of racial and cultural identity development in a fashion that is useful for human resource managers, faculty, college administrators, school and college counselors, trainers, activists, and others who work in U.S. interracial and interethnic contexts. We will construct a picture of the way racial identity operates in the everyday adjustments of people of color, recognize how racial identity experience can influence interpersonal relations in corporate and educational settings, and design cultural-awareness training programs.

Dr. William E. Cross, Jr. is the author of Shades of Black, one of the most frequently referenced texts on Black identity. Bill's ideas have stimulated the growth of identity development models for application to a wide range of groups, including gays and lesbians, Hispanic/Latinos, Asian Americans, feminists, and White European Americans.

Understanding Racial and Cultural Identity in America

William E. Cross, Jr.

An emotional response is often at the heart of interpersonal and organizational roadblocks to diversity culture change. This workshop applies the concepts of emotional intelligence to address the essential dilemma of diversity: dealing positively with the inherently threatening existence of "people different from us." You will have the opportunity to learn about the specific aspects of emotional intelligence critical for success in diverse environments, understand Emotional Intelligence and Diversity (EID) and how they shape both personal and professional behavior, use tools to increase competence in the four component areas of EID, and gain insight about your own strengths and areas for development. While this model was designed with the U.S. audience in mind, it has been used and adapted worldwide. This workshop has a \$48 materials fee to cover the cost of the assessment tool.

Dr. Jorge Cherbosque is the co-director of the Staff and Faculty Counseling Center at the University of California, Los Angeles. A counselor in private practice, he is also a consultant and trainer in the field of organizational and intercultural communication. Dr. Lee Gardenswartz, a partner in Gardenswartz & Rowe, has been consulting with organizations regarding diversity since 1977. She is the co-author of several well-known books, including Managing Diversity: A Complete Desk Reference and Planning Guide. Emotional Intelligence and Diversity: Building the Intrapersonal Infrastructure for Interpersonal Effectiveness

Jorge Cherbosque and Lee Gardenswartz

Making Diversity and Inclusion Work: An Integrative Approach to Culture Change

Anita Rowe and Donna M. Stringer

When Our Students Learn Away from Home: Training for Transformation

Mick Vande Berg

Gaining maximum advantage from diversity and inclusion requires much more than training. Diversity and inclusion can best provide a strategic advantage when it is handled as a long-term organizational change process. This workshop will help you grapple with the seven steps necessary to achieve meaningful culture change and to develop a strategy for creating a culture of inclusion that is suitable and relevant to your unique organization. You will have the opportunity to apply an approach to getting buy-in at all levels of the organization, learn to develop a productive task force/council, gain keys for designing effective training that is based on both awareness and skills, develop clear evaluation and measurement techniques and processes, and gain experience designing a change initiative.

Dr. Anita Rowe is a partner in Gardenswartz & Rowe, where for over 30 years she has helped a wide variety of clients manage change, handle stress, build productive and cohesive work teams, and create intercultural harmony in the workplace. Anita and her partner, Lee Gardenswartz, have co-authored a series of articles and books on diversity and inclusion themes, including Managing Diversity: A Complete Desk Reference and Planning Guide, The Managing Diversity Survival Guide, and The Global Diversity Desk Reference: Managing an International Workforce. Dr. Donna M. Stringer was founder and president for 27 years of an organization development company in Seattle that focused on cross-cultural issues. Donna specializes in cross-cultural instructional design, team building, and culture change strategies. She has co-authored three books, including the recently published 52 Activities for Successful International Transitions. She was acknowledged as a "Diversity Legend" by the International Society of Diversity and Inclusion Professionals in 2012.

Students come and students go, and we used to believe that learning occurred. For many decades, international educators assumed that students who left home to complete part of their studies elsewhere learned either through exposure to, or immersion in, unfamiliar or challenging cultures. The question that we are increasingly asking is, "How should we be intervening to maximize their learning?" We will respond concretely to that question so you will be able to help students interact effectively in other cultural contexts. This trainthe-trainer course is designed to help you bring mindfulness into your intercultural work, to allow you and your students to experience and practice frame shifting, and to inspire your students to recognize that discomfort may signal opportunities for intercultural learning. You will leave the course with a set of activities to use in your own training, with enhanced skills to use them effectively and appropriately.

Dr. Mick Vande Berg has held international education leadership positions at several institutions and organizations that are well known for their commitment to international education. The principal editor and author of Student Learning Abroad: What Our Students Are Learning, What They're Not, and What We Can Do About It, he frequently trains intercultural trainers and provides intercultural coaching in the U.S. and abroad. A founding board member of the Forum on Education Abroad, he is a recipient of both the Forum's Peter A. Wollitzer award for his "remarkable effectiveness in influencing institutions of higher education to understand and support study abroad" and the 2014 IDI Intercultural Competence Award "for outstanding contributions to organiz zational development in increasing intercultural competence." Here's a workshop that "walks the talk": an interactive, experiential workshop on interactive experiential strategies for trainers, educators, and other interculturalists who want their participants to be engaged and immersed in the learning process. We will design and develop experiential activities for use in intercultural settings by using alternative instructional systems models. The course will also explore how to evaluate interactive experiential strategies with intercultural groups and improve your motivational and instructional effectiveness based on feedback data. In addition to handson design, development, and facilitation of interactive training, you will leave with a portfolio of state-of-the-art games, exercises, templates, checklists, and online resources suitable for a wide range of intercultural situations.

Dr. Sivasailam "Thiagi" Thiagarajan is the CEO of the Thiagi Group, Inc., an organization with the mission of helping people improve their performance effectively, enjoyably, and ethically. He has lived and worked in three different cultures (India, the U.S., and Liberia) and has conducted training workshops in 16 different countries. Since 1998, Thiagi has been designing a new interactive experiential activity every day (including weekends and holidays).

Interactive Experiential Strategies for Intercultural Training

Sivasailam "Thiagi" Thiagarajan

How do you find culture in a teacup? What can your local market tell you about values? Diversity is all around us, even in apparently monocultural environments. With acute observation of the familiar, this highly interactive workshop will introduce a range of approaches for increasing sensitivity to cultural difference and suggest unobtrusive strategies for both teaching and training. You will have the opportunity to discuss new ideas for exploring the significance of the "ordinary" in personal and professional settings, learn to appreciate the cultural complexity and depth of everyday life, and identify the potential that very familiar situations offer for exploring and communicating intercultural concepts in nonacademic language. You will also develop and practice a range of approaches for exploring what E. T. Hall called "the unstated rules of everyday life." You should bring one or more items (tangible or otherwise) of personal significance you would be willing to discuss with the other participants. Please check the online course description for suggested items.

Dr. John (Jack) Condon, regarded as one of the founders of the intercultural field, is also a founding faculty member of the Summer Institute, and an award-winning educator. He is author of more than 20 books on intercultural communication, including the first textbook in the field. Dr. Richard Harris, born in London, U.K., is currently chair of the faculty of management at Chukyo University, Japan, where he has taught intercultural communication and intercultural management at undergraduate and graduate levels for over 30 years. The Undercover Interculturalist: Exploring Cultural Complexity in Everyday Experience

John Condon and Richard Harris

Fostering Resilience: Arts, Alchemy, and Social Transformation

Michelle LeBaron

What do artists know and understand about conflict that others need to know and understand? In this workshop, our arts-based exploration will accent practical skills for fostering resilience in the midst of intercultural conflict. We will use expressive arts and new understandings of resilience to deepen our capacities to engage and transform conflict. New insights from neuroscience will be integrated into the workshop, as we engage in somatic work, dialogue, and expressive arts experiences. We will examine the roles of identity and worldviews in intercultural conflict, and develop facility with dialogue and other appreciative approaches. You will work on real conflicts in applying a range of creative tools for engaging conflict across cultures.

Michelle LeBaron is a professor and a conflict transformation scholar-practitioner at the University of British Columbia Faculty of Law. She has done seminal work in many types of conflicts, including intercultural, international, family, organizational, and commercial. The themes of creativity, culture, and interdisciplinarity animate Michelle's recent work, bringing artists and scholars into collaboration with community members to explore how arts can help address intractable conflicts. Her current project, Enacting Resilience, examines how the arts inoculate against conflict escalation in diverse communities. Michelle's publications include several monographs and books. She recently co-edited The Choreography of Resolution: Conflict, Movement, and Neuroscience, which examines dance and movement as resources for fostering resilience, creativity, and cultural fluency.

Session II B: July 20-22, 2015

Foundations of Intercultural Communication

Santalynda Marrero and Andy Reynolds This workshop is a sophisticated introduction to concepts of intercultural communication and their application to a wide range of professional contexts. It is designed for teachers, trainers, internal and external consultants, and others concerned with intercultural relations who have had little or no formal contact with the intercultural field. You will have the opportunity to examine the basic assumptions and issues of intercultural communication and cross-cultural human relations in both domestic and global contexts. Topics will include perception, cultural patterns of thinking and behavior, styles of communication, assumption and values, and cultural adaptation. We will also explore ways in which an intercultural approach can be applied to your personal and professional life, including corporate, educational, and other organizational contexts.

Dr. Santalynda Marrero is an executive coach, organizational consultant, facilitator, trainer, and thought leader. She draws on her expertise as a counseling psychologist and over 30 years of experience in supporting individuals, teams, and organizations as they move successfully to the next level. She has worked in a wide range of public, private, and nonprofit organizations. Andy Reynolds, president of Andy Reynolds & Associates, has more than two decades of experience consulting, teaching, and training in race and gender relations, workplace diversity, and customer service, working with a variety of corporations, nonprofits, and educational institutions.

28 • More information on these workshops and faculty available at www.intercultural.org

Confronted with a world of rapidly changing economic, political, technological, and cultural realities, higher education institutions often state the goal of graduating globally competent students. Yet many institutions currently address this goal simply through the requirement of an international course or through a student's education-abroad experience. Higher education leaders can benefit from taking a more in-depth look at what is involved in this complex process of developing global competence for all students, not just those who go abroad. This workshop will offer a substantial exploration of what comprises global, or intercultural, competence and the paths to developing and assessing intercultural competence on a college campus. We will explore key questions through interactive learning that draws on your own experiences and knowledge to design and develop specific plans for integrating intercultural competence into campus programs and curricula.

Dr. Darla K. Deardorff is the executive director of the Association of International Education Administrators, a national professional organization headquartered at Duke University, where she is a research scholar. She has conducted cross-cultural training for universities, companies, and nonprofit organizations for nearly 20 years and has given invited talks at national and international conferences in 25 countries, including Azerbaijan, South Africa, and Japan. Darla has published numerous book chapters and articles on intercultural competence and international education assessment. She was the editor of The Sage Handbook of Intercultural Competence, co-editor of The Sage Handbook of International Higher Education, and co-editor of the recently published Building Cultural Competence.

This workshop is an intensive, hands-on introduction to becoming an effective intercultural trainer in corporations today. You will experience and discuss corporate clients' expectations, accurate needs assessment, creative program designs, engaging training methods, illuminating evaluation, successful marketing strategies, convincing proposals, and professional standards of ethics. Having participated in this workshop, each of you will be more competent and more confident in providing excellent training programs of exceptional value.

Dr. George Renwick is the president of Renwick and Associates, a consulting firm with 60 professional associates around the world. George has been responsible for training programs on cultural awareness, pre-departure preparation, in-country orientation, technology transfer, reentry, training of trainers, multicultural team building, supervision, negotiation, and international executive development.

Intercultural Competence on Campus: Educating Global-Ready Graduates

Darla K. Deardorff

Cross-Cultural Training in International Corporations

George Renwick

New Tools for Intercultural Communication: Smart Phones, Digital Imagery, and the Internet

Miguel Gandert

Language, Culture, and Intercultural Communication

Kyoung-Ah Nam

The most influential language today is the lexicon of images, both still and moving, in print, broadcast media, and especially the Internet. WikiLeaks founder Julian Assange, in his book Cypherpunks, says, "The Internet is the most dangerous threat to freedom in the history of the world." The Internet serves as a window and a mirror: it shapes perceptions-and misperceptions-of cultures and intercultural relations. It is an important tool in social communication, and yet our understanding of the use and abuse of new media lags far behind the speed of technological advances. This interactive workshop focuses on developing a critical analysis of the global applications of the Internet, both positive and negative, throughout the world. We will examine the smart phones and apps, and how to use them to create responsible presentations in our teaching and training. We will examine new ways to "read" cultural and intercultural media with a critical eye. The workshop will include an exploration of the changing role of new media in the ways we communicate personally and globally. You are invited to bring a smart phone, iPad, or other data device, although it is not required.

Miguel Gandert, a documentary and fine art photographer, is Distinguished Professor of Communication and Journalism and director of the Interdisciplinary Film and Digital Media Program at the University of New Mexico. Formerly a network news cameraman and documentary filmmaker, Miguel regularly teaches courses in ethnography, photojournalism, film, media, and visual communication.

As Edward Sapir observed, "Language is a map of culture," a map that is central to our work but is often ignored. In this workshop, we will explore how language and paralanguage affect intercultural communication in various contexts, including teaching, training, and business. We will examine the impact of language on our perceptions, attitudes, and values; how we judge others by the way they speak; and how to bring language awareness into our intercultural work. Bridging theory and practice with a variety of methods—including case studies, audio-visuals, role plays, and simulations-we will develop a hands-on, practical application to your daily work in a wide range of professional contexts. Cross-culturally sensitive situations, including greetings, negotiations, feedback, apologies, compliments, arguments, email correspondence, and conference calls will be reviewed in a new light. You will receive a variety of training materials for your own work.

Dr. Kyoung-Ah Nam is an assistant professor in the International Communication Program at American University's School of International Service in Washington, DC. Through her work with key international organizations in both academic and business sectors, and as a former journalist, Kyoung-Ah has gained extensive experience in intercultural education and training, study and work abroad, cross-cultural management, and global leadership development. She has published extensively on intercultural relations and has traveled for work and pleasure in more than 40 countries over the last 17 years.

30 • More information on these workshops and faculty available at www.intercultural.org

33

Today bias, racism, and cultural naiveté dominate world headlines and challenge us to find ways to bridge our differences. We will begin our exploration of this "cultural smog" through understanding the evolutionary nature of unconscious bias and its profound impact in our workplaces, classrooms, and family dinners. Using a variety of activities, including videos, discussions, and visual activities, we will examine history, privilege, racism, the social construction of race, and other rudiments of bias across a spectrum of systems. The class content will be customized to match your professional needs. We will explore the fundamentals of cultural agility: cultural identity development as foundational to self-awareness: cultural curiosity as a means of understanding others and bridging differences; and empathy, the ability to understand and connect with others' experiences and emotions, as an antidote to bias. Resources, tools, and classroom activities will reinforce cultural agility as the guality that makes possible satisfying encounters and successful engagements spanning intercultural experiences and situations.

Carol French of Figure 8 Consulting LLC has a background in education, as a counselor, teacher, curriculum developer, and cultural trainer. Her interactive style was refined in classrooms, where she operates with humor, guided by the philosophy that learning is best when it is experiential. **April Lewis**, also of Figure 8 Consulting LLC, has more than 20 years' experience in cultural agility, diversity, and intercultural organizational development. In her own dynamic style, she inspires learners with her knowledge and her passion for combining humor, equity, and learning.

Life rarely happens exactly according to our plans, timetables, and outlines. Those who facilitate intercultural diversity learning know what an enormous difference it makes when we are able to connect the ideas we bring to our classes with the real experiences of the participants. We also know how it feels when we miss the mark and don't catch a teachable moment or misread the room. This advanced workshop will examine what it takes to be fully present to connect with a group and engage it with intentional spontaneity. We will look at cultural and personal attitudes toward spontaneity in professional contexts; experiment with in-the-moment decisions and choices in creating, conducting, and debriefing activities; and add new techniques to your tool box. You should have at least five years of relevant experience as a facilitator of intercultural diversity learning.

Tatyana Fertelmeyster is the founder and principal of Connecting Differences: Training, Facilitation, Consulting, and Coaching. She provides intercultural communication and diversity training both nationally and internationally. As an experienced counselor, Tatyana combines psychological and intercultural perspectives in her work. A co-author of Cultural Detective® Russia, Tatyana is a master trainer of facilitators for Cultural Detective®. She also co-authored the Trainers' Guide for Working with Pre-literate Populations.

Cultural Agility: Countering Bias with Self-Awareness, Curiosity, and Empathy

Carol French and April Lewis

The Art of Intentional Spontaneity

Tatyana Fertelmeyster

An Intercultural Perspective: Radical Transformation in Southeast Asia

Prany Sananikone

From China to Burma, from Korea to Japan, from the Philippines to the former Indo-China, political frictions challenge the best diplomatic processes. Civil unrest is rampant. Understanding the social fabric of the region, and having the right skills and resources could enhance our discovery of new opportunities. In what historical context do today's values conflict? Has the role of women changed significantly? How much have outside influences changed the social, political, and economic status? This workshop will focus on how collaborative teaching and training approaches can demystify complicated cultural values, while enhancing communication and thinking styles and patterns of interaction related to the diversity of Asian cultures.

Prany Sananikone is the director of Diversity Relations and Educational Programs, Office of Equal Opportunity and Diversity, at the University of California, Irvine. He develops, oversees, and runs staff development programs for the main campus and the Medical Center. Previously, Prany worked extensively with community-based nonprofit organizations, developing health, educational, and social service programs for refugees and immigrants. He has also served as a consultant/trainer for law enforcement, medical, educational, and social services agencies, and for numerous corporations in the U.S., South America, Canada, Europe, and Asia.

Session II C: July 23-24, 2015

Training Methods for Exploring Identity

Tatyana Fertelmeyster

Self-exploration is the most vital learning for anybody who wants to guide others in their identity work. You can expect to be engaged in two days of self-discovery processes, from icebreakers to individual and team exercises, that can be used to explore identity. We will examine different ways to set up and integrate identity exercises into programs that resonate with various work groups, and discuss both the ethical and practical considerations we need to keep in mind when doing identity work. We will address why identity work is essential in intercultural training, leadership development, and team building. You should have a basic knowledge of intercultural communication concepts.

Tatyana Fertelmeyster is the founder and principal of Connecting Differences: Training, Facilitation, Consulting, and Coaching. She provides intercultural communication and diversity training both nationally and internationally. As an experienced counselor, Tatyana combines psychological and intercultural perspectives in her work. A co-author of Cultural Detective® Russia, Tatyana is a master trainer of facilitators for Cultural Detective®. She also co-authored the Trainers' Guide for Working with Pre-literate Populations.

32 • More information on these workshops and faculty available at www.intercultural.org

Coaching managers in international organizations today is necessary, challenging, and requires special coaching competence plus special cultural competence. This workshop is designed for experienced professionals: intercultural specialists, managers, and coaches (both in-house and external). We will draw on your experience and address your specific responsibilities and concerns. All discussions will be candid and confidential.

These critical topics will be explored, and real-life examples will be included:

- Expectations of global managers
- Range of coaching being done with global managers today
- Methods most effective with different nationalities
- Creative coaching: New roles and methods now being tested
- The business of coaching: Marketing, pricing, and evaluation
- The lifestyle of coaching: Ensuring our personal well-being

Follow-up session: You will have an in-depth, individual discussion with the instructor on the telephone.

Dr. George Renwick is the president of Renwick and Associates, an international consulting firm. He has completed consulting assignments in 26 countries for 40 multinational corporations. George has taught Master Classes on coaching at the University of London and the Birla Institute of Management Learning in Mumbai, India. He has personally coached more than 500 men and women in management positions, representing 28 nationalities.

When it comes to working across differences, such as culture, does your brain work for you or against you? How can learning about the brain help us be more inclusive and increase resiliency when working across differences? Brain research is showing that despite our good intentions, the brain can trip us up when it comes to working and communicating across cultures and differences. Neuroscience is providing compelling new information on the brain, the nature of the unconscious brain, and how to work with the brain to create more inclusive environments. This session will present a new, brainbased paradigm for diversity and intercultural management. You will learn the latest neuroscience findings on how the natural wiring of the brain impacts our ability to be inclusive, navigate complexity, and create sustained positive behavior change, and what we can do about it.

Shannon Murphy Robinson, co-founder of BrainSkills@Work LLC, is an organizational consultant and executive coach in global diversity and inclusion, intercultural management, and leadership development. Shannon has over 15 years of experience creating and implementing training intaitives and holds advanced certification from Harvard as a NeuroBusiness coach. She co-authored The Neuroscience of Inclusion: New Skills for New Times and the BrainStates Management™ Self-Assessment profile.

Advanced Workshop: Coaching Global Managers

George Renwick

The Neuroscience of Intercultural Relations

Shannon Murphy Robinson

2015 Registration Information

Discounts

Former SIIC participants and Master of Arts in Intercultural Relations (MAIR) students and alumni will receive a discount of \$50 for each 3-day or 5-day 2015 workshop.

On-campus participants adding a Sample of SIIC (SOS) workshop after Session I and On-campus participants adding a Session II C workshop after Session II B will receive a discount of \$40.

The Early-bird discount, as indicated on the registration form, requires registration and payment in full by June 1, 2015.

SIIC Installment Plan (SIP)

Upon approval, you can borrow up to 60% of the cost of any workshop, interest free. These credit accounts will be payable in six equal monthly installments, beginning in August 2015 and continuing through January 2016. For more information, contact Steven Dowd, Director of Finance (steven@intercultural.org), or visit our website to download and submit an application. We invite you to "Take a SIP of SIIC" this year!

Registration Procedure

You may send the entire fee or a deposit of \$100 per person. **Final payment is due prior to arrival.** Registrations without a deposit will be put on a waiting list.

If you are sponsored by a corporation or academic institution you may register with a purchase order number. Payments must be made in U.S. dollars drawn on a U.S. bank, or by MasterCard, VISA, or American Express.

You may cancel your registration up to 10 business days before the start of your workshop, and we will refund your tuition less a \$100 cancellation fee. Some substitutions or transfers, within 12 months, may be available by special arrangement. Contact Elsa Wallace (elsaw@ intercultural.org) for details.

Please note: Although we encourage early registration to assure a place in your first-choice workshop, we will accept registrations until a workshop is full.

Workshop Availability

Enrollment in each workshop is limited to allow interaction among participants and faculty. Please list your first- and second-choice workshop for each session; every effort will be made to place you in your first-choice workshop. If the workshop is full or cancelled, we will call before placing you in your second choice. **Since workshops run concurrently, only one workshop may be attended per session**.

Please note: Information on logistics, ground transportation, and local attractions will be available in June at www.intercultural.org/siic_participantinfo.php.

On-Campus Participant Registration

Participants stay in modern residence halls with same-sex shared bathrooms. A semiprivate double has two beds in one large room divided by a partition wall. There are some apartments available this year, and you can learn more about them by contacting the Intercultural Communication Institute (ici@intercultural.org, 503-297-4622).

Your room reservation will be confirmed when we receive payment in full. Unfortunately, we have a limited number of air-conditioned (A/C) rooms this year.

Session I A, July 13-17 (arrival Sunday, July 12; departure Saturday, July 18). Includes housing Sunday night through Friday night, all meals from Monday breakfast through Saturday breakfast, one 5-day workshop, all evening programs, and most materials.

Semi-private Double without A/C: \$2485. • Semi-private Double with A/C: \$2565. Single without A/C: \$2525. • Single with A/C: \$2615.

Session I B, July 15-17 (arrival Tuesday, July 14; departure Saturday, July 18). Includes housing Tuesday night through Friday night, all meals from Wednesday breakfast through Saturday breakfast, one 3-day workshop, all evening programs, and most materials.

Semi-private Double without A/C: \$1625. • Semi-private Double with A/C: \$1695. Single without A/C: \$1680. • Single with A/C: \$1760.

A Sample of SIIC: One-Day Workshops, Saturday, July 18 (arrival Friday, July 17; departure Sunday, July 19). Includes housing Friday night through Saturday night, all meals from Saturday breakfast through Sunday breakfast, the one-day workshop, and most materials.

Semi-private Double without A/C: \$560. • Semi-private Double with A/C: \$595. Single without A/C: \$575. • Single with A/C: \$625.

On-campus participants adding a Sample of SIIC workshop after Session I will receive a \$40 discount.

Session II A, July 20-24 (arrival Sunday, July 19; departure Saturday, July 25). Includes housing Sunday night through Friday night, all meals from Monday breakfast through Saturday breakfast, one 5-day workshop, all evening programs, and most materials.

Semi-private Double without A/C: \$2485. • Semi-private Double with A/C: \$2565. Single without A/C: \$2525. • Single with A/C: \$2615.

Session II B, July 20-22 (arrival Sunday, July 19; departure Thursday, July 23). Includes housing Sunday night through Wednesday night, all meals from Monday breakfast through Thursday breakfast, one 3-day workshop, all evening programs, and most materials.

Semi-private Double without A/C: \$1625. • Semi-private Double with A/C: \$1695. Single without A/C: \$1680. • Single with A/C: \$1760.

Session II C, July 23-24 (arrival Wednesday July 22; departure Saturday, July 25). Includes housing Wednesday night through Friday night, all meals from Thursday breakfast through Saturday breakfast, one 2-day workshop, all evening programs, and most materials.

Semi-private Double without A/C: \$1190. • Semi-private Double with A/C: \$1245. Single without A/C: \$1210. • Single with A/C: \$1275.

On-campus participants adding a Session II C workshop after Session II B will receive a \$40 discount.

(Continued on next page.)

The Summer Institute for Intercultural Communication 2015 • 35

Extra nights before, between, or after sessions are available for on-campus participants:

Semi-private Double without meals: \$40; with meals: \$75. A/C Semi-private Double without meals: \$45; with meals: \$80. Single without meals: \$50; with meals: \$85. A/C Single without meals: \$55; with meals: \$90.

Off-Campus Participant Registration

Session I A, July 13-17 and

Session II A, July 20-24. Includes lunches* Monday through Friday, one 5-day workshop, all evening programs, and most materials. \$1850.

Session I B, July 15-17. Includes lunches* Wednesday through Friday, one 3-day workshop, all evening programs, and most materials. \$1130.

A Sample of SIIC: One-Day Workshops, Saturday, July 18. Includes lunch, the one-day workshop, and most materials. \$405.

Session II B, July 20-22. Includes lunches* Monday through Wednesday, one 3-day workshop, all evening programs, and most materials. \$1130.

Session II C, July 23-24. Includes lunches* Thursday through Friday, one 2-day workshop, all evening programs, and most materials. \$810.

*Off-campus participants may purchase dinner on campus and are encouraged to remain for evening programs to gain the most from their time at SIIC.

Reed College: The Setting for SIIC

The site of the Summer Institute for Intercultural Communication is the lovely wooded campus of Reed College, 20 minutes from downtown in the middle of a residential neighborhood in southeast Portland. Reed College is a cordial host for SIIC; it considers the support of SIIC as part of its educational mission. Participants are housed in comfortable residence halls located on Reed's 116-acre campus, which is known for its extensive collection of Pacific Northwest indigenous plants. A trail system is available to walkers and runners.

2015 SIIC REGISTRATION FORM

Please print clearly and complete both sides of the form.

Name	Gender 🗅 M 🕞 F
First name or nickname for nametag	
Title	
Organization	
Mailing address	
City/State	
Country/Zip or Postal code	
This address is 🛛 Home 🗅 Work 🗳 Both	
Home phone	_Cell
Work phone	_Fax
Email	
In case of an emergency, we should contact:	
Name	_ Relationship
Home/Cell phone	_Work phone
 Off-campus (Participant to arrange own hous Before you purchase a nonrefundable airline 	e with A/C <i>ing.)</i> ne ticket , make sure you have written con-
firmation of your registration or contact ICI to v Reminder: You can register online for either Certification Workshop or the GCI Qualifying Se 12-13 for more information.	the weekend Cultural Detective Facilitator minar, held on campus July 18-19. See pages
CURRENT PAYMENT: \$100 deposit (Final pa METHOD: U.S. bank check/money order (end	-
□ MasterCard □ VISA □ AmEx Account # _	
Exp. date Signature	Security code
Please mail or fax this form to: THE INTERCULTURAL COMMUNICATION INSTITU 8835 SW Canyon Lane, Suite 238, Portland, OR 9 Phone: 503-297-4622 • Fax: 503-297-4695 • Em	97225 USA
To register online, go to: www.intercultura	l.org/siic.php.
	(Continued on next page.)
	mer Institute for Intercultural Communication 2015 • 37

		TOTAL: US \$
Extra night(s) (See page 36 for	prices.) Date(s)	
	-day 2015 workshop for former S ears attended or Cohort #	
	egistration and payment in full b	
 Off-campus: \$405 On-campus: Semi-private I On-campus: Continuing f 	Double: \$560 (with A/C: \$595); Sing rom Session I: \$-40	\$
A Sample of SIIC (1-day works		·
Session II C (2-day workshops) Off-campus: \$810 On-campus: Semi-private I On-campus: Continuing f Early-bird discount: \$-25*	Double: \$1190 (with A/C: \$1245); Si rom Session II B: \$-40	ingle: \$1210 (with A/C: \$1275) \$
Session I B and II B (3-day wor Off-campus: \$1130 On-campus: Semi-private I Early-bird discount: \$-50* Materials fee for Workshi	Double: \$1625 (with A/C: \$1695); Si	ingle: \$1680 (with A/C: \$1760) \$
Session I A and II A (5-day wor Off-campus: \$1850 On-campus: Semi-private I Early-bird discount: \$-75* Materials fee for Worksho	Double: \$2485 (with A/C: \$2565); Si	ingle: \$2525 (with A/C: \$2615) \$
	day workshop) Title: Title:	
2nd choice: Workshop #	Title:	
SESSION II B: July 20-22 (3- 1st choice: Workshop #	Title:	
	Title:	
	Title:	
1st choice: Workshop # 2nd choice: Workshop #	y, July 18 (1-day workshop) Title: Title:	
	Title:	
1st choice: Workshop #	Title:	
SESSION I B: July 15-17 (3-d		
	Title: Title:	
SESSION I A: July 13-17 (5-c		