

Online Building Cultural Agility

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Spring 2021

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Virtual Meetings: Thursdays at 4:00 pm
Class Material: Canvas

Introduction

At no time in human history has the contact between individuals from different countries and cultures been greater. In today's interconnected and dynamic world, students and professionals need more than passports and plane tickets to succeed. They need to be able to quickly, comfortably, and effectively work and study in different countries with people from different cultures. They need *cultural agility*.

Students gain cultural agility when they have significant opportunities to collaborate with peers from different cultures, experience different cultures, and understand the role of the cultural context in being successful. This online, interactive elective course will give you the tools to assess and help you build cultural agility through your interactions with colleagues and students from other cultures and study abroad experiences.

This course will also help students effectively communicate and build relationships with people from different cultures. To learn about different cultures, students will select a country of interests and compare how their cultural characteristics compare to this country. Lastly, students will learn how to adapt and prepare for a working or learning abroad assignment.

Learning Goals

At completion of this course, you should be able to:

- Describe cultural differences and learn how to adapt behaviors to effectively communicate and build relationships across cultures.
- Demonstrate how cultures differ with respect to the socializing agents that produce cultures and learn to see differences while seeking similarities, without relying on stereotypes.
- Explain the most fundamental skills needed for cultural agility.
- Describe how to conduct business and interact socially in this country.
- Compare your cultural profile with the cultural dimensions of your country of interest.

Course Requirements

Access for **Culture Wizard E-Learning system** and **Cultural Agility Self-Assessment (CASA)** tool. Cost US\$50.

- 1 - Students are to follow the URL for self-registration at https://tasca.tts-assess.com/en_US/register/P22475_08_2018_RU
- 2 - The URL directs them to PayPal. Each student pays \$50.
- 3 - Once paid, each student receives an **email invitation**, unique to him or her.

For technical support go to: *info@TASCAGlobal.com*

Grading

This is a pass/fail course. Students will need 700 out of 1,000 points to pass the course.

Weekly discussion questions: 80 points each = 400 points

Two Reflection papers: 300 points each = 600 points

Total: 1,000 points

1. **Weekly Discussion Questions (40%):** Given the interactive format of this course, active participation in class discussions is required. This includes evidence of thorough preparation of course materials. Your participation will be evaluated based on attendance, preparedness, and the quality of your contributions. Students must demonstrate an understanding of the theories, methods, and strategies discussed in the course by answering all questions correctly.
2. **Reflection Papers (60%):** There will be two Reflection Papers due in this course. Each Reflection Paper will be evaluated based on the depth of the insight offered and the quality of the analysis you have made. Students must demonstrate an understanding of the core material covered including cultural characteristics and cultural agility competencies. In doing so, students must apply the material by assessing and understanding their own cultural characteristics, and assessing and understanding their own strengths and developmental needs for effectively communicating, building relationships, and working with people across cultures.

Reflection Papers

There are **two Reflection Papers** due in this course. Each short paper will be a minimum of 1,000 words but is not limited in length if you wish to write more.

1. **Culture Wizard Reflection Paper:** Using the Cultural Calculator found on the CultureWizard, compare your own values to those of your home country and country of interest. Reflecting on the similarities and differences between your values and the target cultures' values, answer the following questions:
 - a. On which cultural values did your personal values align with your country of interest values? When you are in this culture or with people from this culture, how do you perceive these similarities?
 - b. On which cultural values did your personal values differ from your country of interest values? When you are in this culture or with people from this culture, how do you perceive these differences?
 - c. For two of your more salient cultural values (i.e., ones where you had particularly high or low score), identify how those were socialized in your life. In other words, from whom and how were these values learned or reinforced (e.g., parents, family, school, neighborhood, grade school, religion, etc.)?

2. **Cultural Agility Self-Assessment (CASA) Reflection Paper:** Read through your Cultural Agility Self-Assessment results and answer the following questions:
 - a. Identify your strengths (i.e., those competencies for which you scored 7, 8, 9, or 10 on the 10-point scale). Describe these competencies based on the information provided in the report. Share a story from your personal or professional life where you believe you were exemplifying your strengths.
 - b. Identify your developmental opportunities (i.e., those competencies for which you scored the lowest, below 7 or your two lowest scores). Describe these competencies based on the information provided in the report. Read the “development tips” associated with each of your developmental opportunities. Describe two behaviors from the tips that you can commit to trying. Describe what you will do to develop these competencies.

Class Schedule

Class 1 3/8 Introduction, How to Understand Cultural Differences	International Assignment Track: Cultural Awareness Course - Understanding Cultural Dimensions Your DNA Journey Video TED Talk: Chimamanda Ngozi Adichie: The danger of a single story https://www.ted.com/talks/chimamanda_adichie_the_danger_of_a_single_story	Discussion Question What are the drivers of cultural dimensions? Think about why there are differences across countries.
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3/15 – 3/12	Spring Break	
Class 2 3/22 How to Read Cultural Cues and Adapt Behaviors	<p>Country-Specific Information Track</p> <ul style="list-style-type: none"> - Research a country that interest you <p>Culture Calculator Track</p> <ul style="list-style-type: none"> - Compare your cultural values to your Home Country and Country of Interest <p>HBR Video: Andy Molinsky: Reaching across cultures https://hbr.org/video/2363497345001/reaching-across-cultures-without-losing-yourself</p>	<p>Discussion Question</p> <p>List three interesting Strategies for Success when developing relationships or doing business in your country of interest.</p> <p>Due: Culture Wizard Reflection Paper</p>
Class 3 3/29 How to Build Relationships Across Cultures	<p>Working With Track (U.S. and Country of Interest)</p> <ul style="list-style-type: none"> - Understanding how culture and personal style influences business and personal interactions 	<p>Discussion Question</p> <p>Describe how best to communicate when interacting with others or conducting meetings in your country of interest.</p>
Class 4: 4/5 How to Develop Your Cultural Competencies	<p>Cultural Agility Track</p> <ul style="list-style-type: none"> - Build self-awareness of your strengths and developmental opportunities around your cultural agility <p>Cultural Agility Self-Assessment (CASA)</p> <ul style="list-style-type: none"> - An assessment of your cross-cultural competencies 	<p>Discussion Question</p> <p>Describe under what circumstances is it best to have a 1) Cultural minimization, 2) Cultural adaptation, and 3) Cultural integration orientation.</p> <p>Due: Cultural Agility Self-Assessment (CASA) Reflection Paper</p>
Class 5 4/12 How to Understand Yourself in a New Culture	<p>International Assignment Track: Expat Adjustment Course: Expatriation and Repatriation</p>	<p>Discussion Question</p> <p>What is Culture Shock? Describe three strategies for overcoming culture shock.</p>