Developments In Business Simulation & Experiential Exercises, Volume 22, 1995

EXPERIENTIAL TRAINING IN MULTI-CULTURAL CORPORATE SETTINGS

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ABSTRACT

The use of outdoor-based experiential activities in corporate training has been a rapidly growing phenomenon in many countries during the last decade. While many of the programming models used are very similar across cultures, a recent survey of providers and users of outdoor-based training have pointed out a number of distinct and important differences, often keyed to the culture of a particular country. It is important for International trainers to be familiar with and know how to deal with, these differences. The session will use group discussion and illustrations, as well as the use of experiential activities to demonstrate some of the concepts discussed.

THE WORKSHOP

Cultural Issues

Australia/New Zealand - gender differences the "macho" image problem and the difficulty of debriefing due to a failure to discuss personal feelings.

UK - fragmentation of the industry and providers using different models. Emphasis on the National Vocational Qualifications. Working with multiple cultures within one country.

Germany - the issue of cultural integration and the problem of the "military" aspects of outdoor-based training.

Netherlands - the Dutch concept of "experiential" means to learn in a value free environment, a concept often in direct conflict with the concepts of learning by doing.

Singapore - the concept of doing experiential training in a culture which is both Western and Asian at the same time. Some interesting reactions from the Asian part of the culture will be presented.

South Africa - the importance of the organization to the South African and the strong influences of the different cultures on the nature of the training program.

Other countries discussed will include the U.S., Canada, Japan, Brazil and Columbia, Botswana and Malaysia.

Programming similarities

This part of the session will begin with a discussion of the similarities in programming around the world. The session will also include a "hands-on" demonstration of several of the activities discussed.

Programming differences

The session will conclude with a presentation of some key issues in programming for multi-cultural settings. A "hands-on" presentation will provide some guidelines for the participants to use to assist them in their cross-cultural training activities.