



Dealing with Cultural Diversity: Theory and Practice

15th of July until 28th of July 2016
Tilburg University, Netherlands

School of Social and Behavioral Sciences

Intercultural Communication and Cultural Diversity - How can we become better intercultural communicators?

This course explores what psychology has to say about societies that become more multicultural, international students, and diverse teams in organizations and at the workplace. We will showcase how psychology contributes to make organizations and societies more inclusive.

Globalization has been studied from an economic perspective. However, what about the psychological perspective? Are we capable to deal with the cultural diversity around us? Do we see diversity as an opportunity or a threat?

This course deals with diversity from two perspectives. First, we give an overview of the most influential models of cross-cultural differences and intercultural communication. Second, we strongly believe in “learning by doing” when it comes to dealing with people from other cultures. Therefore, we use cross-cultural negotiation sessions during the course; students play an international negotiation game and get feedback on their performance. Students will also interview a foreigner in the Netherlands to practice interview skills and cultural awareness. The core characteristic of our course is the combination of theory and practice.

This course is about globalization, migration, and internationalization; it introduces **theoretical insights** (part 1), offers **practical modules** (part 2), and concludes with an **interview assignment** (part 3).

Part 1: Theoretical Modules

- Introduction to the Course
- Basic Concepts and Methods in Cross - Cultural Psychology
- Culture & Development - Understanding Cultural Differences and Similarities
- Critical Thinking and Fallacies
- Psychological Assessments, Equivalence, and Bias Introduction
- Emotions across Cultures – Intercultural Communication
- Social and Ethnic Identity
- Identity and Personality
- Acculturation and Biculturalism
- Social Perception & Cognition

Part 2: Practical Modules

- Two roleplaying games (each one afternoon, 3h)
- One cultural assimilator exercise with subsequent construction of training materials (3-4h)
- Evaluation of a psychological instrument

Part 3: Interview Assignment

- Conduct a qualitative interview with an informant from another culture on a topic of your choice.
- Preparatory sessions on interview techniques, appropriate research questions, and communication skills
- One session for disseminating the findings of each study (presentations in mini-conference, with Q&A)
- Submission of report, including expert feedback

Final Assessment:

Students write a report on the empirical interview assignment that they have conducted. This report will be graded in three domains: (1) theoretical introduction and research question, (2) methods and procedure (3) interpretation of findings and connection with literature. Reports will be graded on a 10 point grading scheme (10 = best). Course certificates are associated with passing grades (>5.5).

Aims of the Summer School

By the end of the course, participants will ...

- ... have acquired an overview of leading views on cross-cultural similarities and differences, acculturation, and intercultural communication
- ... be able to assess and apply strategies useful for intercultural interaction in business and negotiations, and intercultural communication
- ... be able to explain how methodological pitfalls and cognitive biases are relevant for cross-cultural interactions and intercultural communication in the multicultural workplace and other settings
- ... have conducted a small-scale qualitative, culturally informed, psychological study on a topic of the student's choice

Further Particulars

The summer school will be of **interest** to students at bachelor and master's level, and will appeal to participants interested in diversity and in dealing with it in their professional context from various disciplines, both national and international. Students at the beginning of their studies in psychology will benefit from this summer school, just as more advanced students in fields of business, commerce, or communication, who are interested in applied and theoretical aspects. If you are wondering whether the summer school will be useful for you, please contact the course coordinator.

The Summer School takes place on the campus of **Tilburg University** in Tilburg, the Netherlands. Located in the southern part of the country, Tilburg is the sixth largest city of the Netherlands. With its many cafes, inspiring museums, entertaining festivals and green surroundings, the city has something for everyone. Tilburg is within easy reach by train from both Amsterdam Schiphol Airport and Brussels Airport.

A maximum of **25 participants** will be admitted to the course, upon individual selection. This takes two steps.

Step 1: For your **application** to the summer school, you need to send a CV and a brief, one-page motivation letter to the coordinator of the course (Michael Bender: m.bender@tilburguniversity.edu). The deadline for sending application documents will be in **early May** (please check the website of the summer school). You will receive an individual reply to your application, usually within a few working days.

Step 2: After you have received a confirmation of your selection, you can proceed with the **registration** process. The deadline for registration is the **31st of May 2016**. Please use the registration page for this purpose: <https://www.tilburguniversity.edu/education/summerschool/registration/>. All participants will be notified no later than the 21st of June 2016. In case that there are more applicants than spots, there will be a waiting list. In case there is an insufficient number of applications, Tilburg University Summer School reserves the right to cancel the course.



The summer school takes place between the **15th of July and the 28th of July 2016**. It is accompanied by an attractive **social program** organized by Tilburg University, with ample opportunities for socializing and sightseeing in the Netherlands. For further information visit

<https://www.tilburguniversity.edu/education/summerschool/socialprogramme/>

The **course fee** is € 850. The course fee includes the teaching materials and access to Tilburg Library. The course fee does not cover the required text book (max. ~70€), costs of accommodation, travel, and the social program. You have to arrange travel and accommodation yourself (please see the summer school website for helpful information).



Discounts apply:

- Early bird (10%, apply before March 18th)
- Bring a friend (10%, applies to both you and your friend)
- Future/current Tilburg University student (15%)

Participants who pass the assessment receive a certificate, including the grade they have achieved, which is worth **6 ECTS** (report-based examination).

The Summer School at a Glance

Dates	15th of July – 28th of July 2016
Location	Tilburg University, The Netherlands
Course organizers	Michael Bender
Teaching staff	Experienced academics specializing in the field of cross-cultural psychology and intercultural communication
Participants	Maximum 25; upon individual selection, waiting list
Course language	English
Course fee	€ 850
Course certificate	Certificate available upon passing the course, 6 ECTS (report-based examination)
Registration deadline	31 st of May, 2016
Further Information	m.bender@tilburguniversity.edu www.tilburguniversity.edu/summerschool

We look forward
to **welcoming you** in Tilburg!

