



# 2<sup>nd</sup> INTERCULTURAL ENGAGEMENT WEEK Detailed Schedule



EMPOWERING CHANGEMAKERS FOR A BETTER SOCIETY



# IÉSEG ICIE 2<sup>nd</sup> INTERCULTURAL ENGAGEMENT WEEK

15-18 March 2021

MONDAY, MARCH 15<sup>th</sup>

→ For all

10.00-12.00  
Launch of week  
Teaching & Learning Talk  
Bastian KÜNTZEL

"Empowering students to create their unique stories in their learning journeys"

14.00-15.30  
PEDAGOGICAL WORKSHOP #1  
3 workshops, choose 1

Bernd GIBSON – Workshop A  
Joanna SELL – Workshop B  
Bastian KÜNTZEL – Workshop C

Topics on Teaching multicultural classes

16.00-17.30  
PEDAGOGICAL CAFÉ #2  
3 workshops, choose 1

Bernd GIBSON – Workshop A  
Joanna SELL – Workshop B  
Bastian KÜNTZEL – Workshop C

Rerun of above

TUESDAY, MARCH 16<sup>th</sup>

09.00-10.30  
CORPORATE  
WEBINAR  
Virtual Café

"The Business Case for Diversity and the GDIB"

09.00-12.30  
STAFF  
TRAINING  
Dealing with diversity  
Day 1  
Level 1

11.00-12.30  
PAB  
Diversity, Inclusion and Intercultural Engagement at IÉSEG

16.00-19.00  
PEDAGOGICAL  
CERTIFICATE  
Workshop  
Nanda  
DIMITROV

→ For Professors only

WEDNESDAY, MARCH 17<sup>th</sup>

17.00-18.30  
STUDENT FORUM

The International student experience

→ For Students only

18.45-20.15  
STUDENT/STAFF WORKSHOP

Fostering diversity and inclusion in remote interaction times

→ For all

THURSDAY, MARCH 18<sup>th</sup>

9.00-10.30 and 10.45-12.30

RESEARCH WORKSHOP

Laurence ROMANI

Followed by ICIE speed dating/planning

→ For Researchers only

14.00-15.30  
PEDAGOGICAL CAFÉ

Embedding intercultural dimensions in our courses and disciplines

→ For Professors only

18.30-20.00  
ROUNDTABLE – TÉMOIGNAGES  
Cultures et identités dans un monde VUCA? (Fr + En)

→ For all

# March 15<sup>th</sup>, 10.00-12.00 → Teaching & Learning Talk

## Bastian Küntzel: Empowering our students to create unique stories during their learning journeys



**How can we empower our students to create their own stories and acquire the learning and skills they need in order to become changemakers for a better society?**

**Bastian Küntzel** is a facilitator of learning in many forms: trainer, coach, lecturer, author, broadcaster, the list goes on. His work lives at the intersection of culture, connection and leadership. His clients range from UNESCO, UNFPA, UNV, the Council of Europe and the European Commission to small local NGOs, from global corporates such as Google, Ikea or Daimler, to local boutique design and technology firms. Bastian teaches Intercultural Communication at the University of Wroclaw and researches identity in Germany and Poland. He is a father, a partner, a friend, a cook and a nerd. And he's looking forward to meeting you.

Every learner creates a unique learning journey through our courses, modules and programmes, made up of their different learning opportunities. So, how can we design inclusive learning experiences that engage everyone on a journey of transformative growth?

We know that learning is intimately linked with memory creation and the most powerful memories are stored in the shape of stories. Every learning experience, every class, every course, every degree – they all become stories in the minds of the learners.

Those of us who as educators are entrusted with facilitating the learning of others can build on that. By seeing the learners for who they really are in their complexity and diversity, by seeing their worlds, their perspectives, their ambitions and their obstacles, we can empower them to become the heroes of their own story. And, by placing their journey of transformation at the core of our educational thinking, planning, and implementation, in the way we design our courses and programmes, we can create learning environments that empower learners with all their inherent diversity to succeed authentically and sustainably.

The Learner's Journey approach is deeply human and can be used across all academic subjects and disciplines from the hard sciences to the humanities and in a wide range of teaching contexts from undergraduate to executive education.

In his presentation, Bastian will explain his model and illustrate how we can intentionally design learning experiences that will allow our learners to become the heroes of their own transformative journeys. So, all aboard for the learners' journey!

→ Register and choose your options [here](#)



# March 15<sup>th</sup> : Teaching & Learning Workshops

2 sessions → 14.00-15.30 & 16.00-17.30

## WORKSHOP A – Bernd Gibson: The Inclusion Game



**Bernd Gibson** is a member of the Cultural Diversity Team at IÉSEG. He has more than 20 years of teaching and training experience in corporate and academic contexts in Germany, Great Britain and France. Bernd is specialized in cross-cultural communication and management, international negotiation and sales, human resources and project management. Bernd is a designer of paper-based and web-based learning material and constantly develops new tools for collaborative learning in diverse groups. He is passionate about learning experience design, engaging learners emotionally through games and activities he develops.

### The Workshop

The Inclusion Game was designed by Bernd Gibson and was first introduced at the IACCM-IÉSEG Congress in Paris in November 2019. There it was played by 25 professionals from different countries and various fields of intercultural practice (teaching, coaching, research and consulting). The highly enthusiastic feedback of the participants encouraged me to stage the game in a variety of intercultural learning experiences in companies and with international students since then.

The Inclusion Game is based on a collaborative storytelling challenge, in which diverse teams need to co-construct a story based on a number of virtual clues. Different teams are given a variety of constraints such as the obligation to speak in their native languages only (in international teams).

At the end of the 10-minute activity, extensive feedback is given on collaboration, inclusion and creative processes within each team.

The Inclusion Game is orchestrated with elements of drama (stage set, visual cues, music, rising action) and games (superpowers and constraints, treasure troves and sealed envelopes).

For teachers, trainers and facilitators it provides an inspirational example of an emotionally engaging, gamified learning experience, whose concept can be easily adapted for a variety of purposes.

→ Register and choose your options [here](#)

# March 15<sup>th</sup> : Teaching & Learning Workshops

2 sessions → 14.00-15.30 & 16.00-17.30

## WORKSHOP B – Joanna Sell: How to foster Diversity, Inclusion and Belonging with Storytelling?



**Joanna Sell** is an intercultural narrative coach, trainer and facilitator, founder of [Intercultural Compass](#) specializing in virtual global teams, global leadership and storytelling in the intercultural working environments, host of the podcast “[One Word Stories](#)”, co-organizer of intercultural conferences for SIETAR Europa (Valencia and Dublin), and the virtual conference on Global Virtual Teams for IACCM, art lover & designer of learning journeys, combining art, storytelling and cross-cultural coaching #vis-à-vis. She has taught storytelling, intercultural competencies and working in multicultural teams at the universities in Germany, Poland, Austria and Finland and offered storytelling workshops in India, Malaysia, France, Belgium, Austria, Germany, Poland and Spain. Joanna is an author of [books and chapters](#) on storytelling, diversity and intercultural communication published in English, German and Polish.

### The Workshop

The ecology of teaching and learning has transformed within the past decade & accelerated last year, so that fostering diversity, inclusion and belonging has become one of the greatest challenges and chances at the same time. Putting emphasis on diversity and inclusion in the virtual teaching is not enough, though. Our students want to be prepared to cope with various aspects of diversity in their future roles as leaders and co-creators of the corporate working environments where psychological safety is not a mere wish.

In this session you are going to get to know storytelling activities and practices that you can apply to enhance facilitation of the virtual teaching experiences and support design of inclusive learning journeys. Above all, we will focus on activities that you can introduce to your students to broaden their understanding of diversity & inclusion and inspire them how to work with stories to introduce change, encourage and motivate people in the VUCA world.

→ Register and choose your options [here](#)

# March 15<sup>th</sup> : Teaching & Learning Workshops

2 sessions → 14.00-15.30 & 16.00-17.30



## WORKSHOP C – Bastian Küntzel: The Learner's Journey: A hands-on deep dive

**Bastian Küntzel** is a facilitator of learning in many forms: trainer, coach, lecturer, author, broadcaster, the list goes on. His work lives at the intersection of culture, connection and leadership. His clients range from UNESCO, UNFPA, UNV, the Council of Europe and the European Commission to small local NGOs, from global corporates such as Google, Ikea or Daimler, to local boutique design and technology firms. Bastian teaches Intercultural Communication at the University of Wroclaw and researches identity in Germany and Poland. He is a father, a partner, a friend, a cook and a nerd. And he's looking forward to meeting you.

### The Workshop

After the keynote presentation on The Learner's Journey, this workshop will encourage participants to try out, experiment with and closely examine how they might adapt the approach to their own field, their own context and interrogate its usefulness with their peers. Together, we will dive deeper into each phase of The Learner's Journey to understand more deeply its applicability.

→ Register and choose your options [here](#)

# March 16th, 16.00-19.00 → Teaching & Learning (1/2)

## Nanda Dimitrov: Course Design for Intercultural Learning Pedagogical Certificate



**Dr. Nanda Dimitrov** is the Senior Director of the Centre for Educational Excellence at Simon Fraser University (Canada). She is an educational developer and intercultural communication scholar. Her award-winning research on Intercultural Teaching Competence (ITC) identifies the skills that faculty members need to facilitate learning in diverse classrooms for international and local students. Her faculty development work focuses on intercultural learning in diverse classrooms, faculty mentorship, supervision across cultures, and interculturalizing the curriculum. She has been invited to facilitate faculty development programs at universities across Canada, as well as in Switzerland, Japan, and Hong Kong.

For a list of her recent publications, please see [here](#).

Other articles accessible online:

- **Dimitrov, N.** & Haque, A. (2016). [Intercultural Teaching Competence: A Multidisciplinary Framework for Instructor Reflection](#) *Intercultural Education: Learning at Intercultural Intersections*. 27(5). 437-456.
- **Dimitrov, N.** & Haque, A. (2017). [Intercultural Teaching Competence in the Disciplines](#). In Pérez, G. M. G. & Rojas-Primus, C. (Eds.) *Promoting Intercultural Communication Competencies in Higher Education*. (pp. 89-119). IGI Global: Hershey, PA.

[Details of the workshop and registration → next slide](#)

**March 16th, 16.00-19.00 → Teaching & Learning (2/2)**

## **Nanda Dimitrov: Course Design for Intercultural Learning Pedagogical Certificate**



**The Workshop:** As universities internationalize their campuses and curricula, important questions emerge for instructors: How can we engage students from diverse linguistic and cultural backgrounds in our classrooms, in class and online? This workshop will engage participants in hands-on re-design of a learning activity to better support the learning of all students in virtual and in person intercultural classrooms like those at IÉSEG.

Using the principles of the intercultural teaching competence (ITC) framework (Dimitrov and Haque, 2016), participants will work together in groups to critically analyze and re-design a learning activity in their course in order to create a learning experience that supports and challenges international students as well as local students and encourages interaction among students in class. The ITC model includes 20 foundational, facilitation and curriculum design competencies, and is designed to serve as a framework for instructor reflection during course design. We will explore strategies for applying the principles of intercultural training design (inoculations and debriefing) to sequence learning activities effectively for the intercultural classroom.

**→ Advance preparation:**

Please bring with you (1) a copy of your course outline/syllabus and (2) a written overview of the learning activity that you will work on.

Please review the components of Intercultural Teaching Competence (2-page handout) and reflect on which competencies you use most frequently in your teaching, and which ones you would like to learn more about.

Handout available online [here](#).

**→ Register [here](#)**



**March 17th, 17.00-18.30**

**→ Student Forum: The International Student Experience**

**Plenary Speaker: Joel Brown**

**+ Testimonies of alumni and current students who work in France as well as French students (returners from studying and/or working abroad), students associations representatives**

Event aimed at both international and home students who intend to settle in France (or abroad). During an interactive session, the selected speakers (Current students and/or alumni) will discuss a range of issues covering the opportunities and challenges of living, studying and working in a different culture.

**→ For students only**

# March 17th, 18.45-20.15 → Student/Staff workshop

## Fostering diversity and inclusion in a remote working context: An employee perspective

The workshop will explore the key skills and competences required for the successful integration of the expatriates during the pandemic. It will focus mainly on the employees' perspective and uncover the techniques companies are using in the remote working context to foster diversity and inclusion in the workplace, as well as what initiatives are put into place or what restrictions do they have when managing diverse teams.

2 IÉSEG alumni will share their experiences which will allow them to compare two different scenarios:

- An expatriate/non-French employee based in France
- A French employee as an expatriate in a foreign context

In their presentation, the speakers will focus on the main challenges multi-cultural teams and expatriates may face while working remotely, during the Covid-19 and the ways of dealing with those challenges. Comparing with the pre-Covid 19 situation and during the pandemic.

→ **Zoom Registration [here](#)**

You will receive the link automatically

# March 18th, 09.00-12.30 → Research Workshop

## Diversity, inclusion and Intercultural Engagement at IÉSEG



[Laurence Romani](#), Ph.D., Associate Professor at the Stockholm School of Economics (Sweden).

Laurence's work focuses on issues of representation and interaction with the cultural other in respectful and enriching ways.

Her current research empirically investigates cultural diversity and inclusion in organisational practices. Promoting diversity is also part of her research activities: she endeavours to present alternative theories and approaches to cross-cultural management than the mainstream ones, promoting first interpretive intercultural studies and subsequently critical perspectives in cross-cultural management. She considers contributions from critical management, feminist and postcolonial organization studies to further cross-cultural management research and teaching. Laurence's work appears in *Organizational Research Method*, *Academy of Management Learning and Education*, *Journal of Business Ethics* or the *International Journal of Cross-Cultural Management*. She co-edited *Cross-cultural Management in Practice: Culture and Negotiated Meanings* (Edward Elgar).

In the workshop, Laurence will first present her recent study reviewing the field of cross-cultural management (CCM) studies in terms of the contributions of four different paradigms (positivist, interpretive, postmodern, and critical). The study considers the distinct perspectives that these paradigms can provide regarding the relationship between culture and management, before discussing how these can potentially meet in order to offer new insights.

***The presentation will then serve as a context to facilitate a conversation among workshop participants regarding the perspectives they have adopted in their own studies. The intent is to prompt further discussions on the possible cross-fertilisation of this work and the initiation of further ICIE research events and projects.***

→ Outlook invitation sent on 23/02

# March 18th, 14.00-15.30 → Pedagogical Café

## Embedding intercultural dimensions in our courses and disciplines, to educate intercultural pioneers of change – Reflections and sharing of practices

**Speakers: Maximiliano Marzetti, Pratik Goel, Marco Clemente, Jacob Vakkayil , Bryant Hudson, Catherine Demangeot**

An important element of the School's mission is to “educate managers to be inspiring, intercultural and ethical pioneers of change”. How do we, in our respective courses, be they in audit, human resources, strategy, marketing, or other disciplines, enable students to develop a multicultural perspective? How can we expose them to the question of diversity, inclusion and cultural intelligence in our fields, so that they are able to think and function effectively as intercultural managers and avoid reproducing some of the biases that may exist?

The café, coinciding with IÉSEG's Intercultural Engagement Week, will be in two parts. First, colleagues from different majors (strategy, law, organisational behaviour, marketing,...) will share how they tackle these questions in their own courses. There will then be time for an open discussion where questions, problems encountered, reflections and techniques on how to leverage the diversity of our students, can be shared.

→ An invitation will soon be sent.





**March 18th, 18.30-20.00 → Roundtable**  

## **Cultures et identités dans un monde VUCA (Volatile, Incertain, Complexe et Ambigu)** **Cultures and Identities in a VUCA (Volatile, Uncertain, Complex and Ambiguous) world**

**Speakers:** Grant Douglas, Coline Briquet, Joel Brown, Pascale Schmidt-Dubois, Tapiwa Seremani

**Moderator:** Laure Ayosso

Join us for a discussion on cultures and identities in a volatile, uncertain, complex and ambiguous [VUCA] world with a panel of IÉSEG experts in intercultural communication, corporate and social responsibility, international relations and multilingualism.



**Grant Douglas** is the intercultural track coordinator and lecturer in intercultural communication/management at IÉSEG. He is also the co-director of ICIE (IÉSEG Center for Intercultural Engagement) and vice-president of SIETAR France. Grant has recently been elected to the council of the IACCM (International Association of Cross-Cultural Competence and Management). He is a British national who has been living and working in France for over 30 years.



**Coline Briquet** is Deputy to the Academic Dean at IÉSEG School of Management. She has worked in higher education for the past 10 years (mainly in international partnerships, academic program development & faculty affairs). Her work experience in engineering schools has led her to conduct research work on gender equality, and particularly gender-based violence in higher education. She regularly organizes workshops for students on consent and prevention of sexual violence.



The roundtable will be moderated by **Laure Ayosso**, IÉSEG French Lecturer specialised in language learning strategies in hybrid environments and intercultural competence in higher education

**Dr. Joel A. Brown** is the Chief Visionary Officer of Pneumos LLC, a management consulting and coaching company based in San Francisco, USA, specializing in cultural intelligence, leadership, and organizational strategy. As a change agent, Joel works strategically with organizational leaders to cultivate innovative, creative, and adaptive environments where the cultural genius of everyone can be harnessed and leveraged successfully.



**Pascale Schmidt-Dubois** is a lecturer at IÉSEG in intercultural management. Having lived most of her life abroad, she is also a consultant for expatriate families. Her fields of interest include bilingualism, diversity management and pedagogy.



**Dr. Tapiwa Seremani** is an assistant professor at IÉSEG School of Management (Paris), where he teaches business ethics and Corporate Social Responsibility. He has a PhD at EMLYON in France. His research focuses on the role of power, institutional change and persistence in the persistence of exclusion.



**→ Register [here](#)**

# CONTACTS

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