

## UNIT 6: IMPACT OF CULTURAL VARIABLES ON TEAM BUILDING

### TIME FRAME: (75 MINUTES)

Building Intercultural Team Relationships (15 minutes)

Intercultural Team Building Role-Play Activity (60 minutes)

### WHY IS THIS IMPORTANT TO KNOW?

Building relationships across cultures is a necessary competence in a multicultural society and in today's diverse workplace. However, intercultural team relationships are often more complex to develop than team building with co-workers from the same culture. Therefore, it is important for individuals to understand the impact of culture on relationship building.

### OBJECTIVES/PURPOSES:

1. Individuals will understand how culture influences workplace relationship building.
2. Individuals will learn about specific cultural variables that impact team building.
3. Individuals will identify effective strategies to employ when building relationships across cultures.

### HOW TO USE THIS MATERIAL:

The lecture and exercises in this unit will focus on raising the awareness of a variety of cultural variables that should be considered when building a strong and effective team. The facilitator should use lecture (8) first followed by the role-play activity exercise (7) depending on time and knowledge level of participants.

### SUPPORTING MATERIALS:

*Important information of Impact of Cultural Variables*

Lecture 8 (15 minutes) – Building Intercultural Team Relationships

Exercise (60 minutes) – Intercultural Team Building Role-play Activity

### BIBLIOGRAPHY OF ADDITIONAL RESOURCES, if applicable:

Anand, R. (2000). *Teaching Skills and Cultural Competency: A Guide for Trainers*. Fourth Edition. Washington, DC: NMCI Publications.

Woodcock, M. (1992). *Fifty Activities for Team Building, Vol. 2.*, Amherst, MA: HRD Press.

Odenwald, S. B. (1995). *Global solutions for teams: Moving from collision to collaboration*.

Bun- Ridge, IL: Irwin Professional Publishing.