

UNIT 5: BUILDING STRONG INTERCULTURAL TEAMS

TIME FRAME: (60 MINUTES)

Benefits of Strong Intercultural Team (15 minutes)

Strategies for Developing Effective Intercultural Teams (15 minutes)

Team Building Exercise (30 minutes)

WHY IS THIS IMPORTANT TO KNOW?

It is important for individuals to understand that strong intercultural teams provide a basis for working together toward organizational goals. The majority of the workforce now and in the future will be people of color, white women, and immigrants. White non-Hispanics will comprise 49% of the net new entrants into the workplace; compared to minorities 51%, and women from all ethnic groups 62%.

OBJECTIVES/PURPOSES:

1. Individuals will demonstrate an understanding of the five stages of team building.
2. Individuals will use the team building model to identify key elements of effective cross-cultural working teams.
3. Individuals will create a common vision of an effective multicultural team.

HOW TO USE THIS INFORMATION:

Diversity is here to stay; therefore, it is necessary in a diverse workplace to build strong intercultural team relationships. An effective method to deliver this material will be to have the facilitator present lectures (6 and 7) followed by exercise (6).

SUPPORTING MATERIALS:

Information on Team Building

Lecture 6 (15 minutes)– Benefits of Strong Intercultural Teams

Lecture 7 (15 minutes) – Strategies for Developing Effective Intercultural Teams

Exercise 6 (30 minutes) – Team Building

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.

Granrose, S. C., & Oskamp, S. (1997). *Cross-cultural work groups*. Thousand Oaks, CA: Sage.

Gardenswartz, L., & Rowe, A. (1994). *Diverse teams at work: Capitalizing on the power of diversity*. Chicago: Irwin Professional Publishing.

Simons, G. (1989). *Working together: How to become more effective in a multicultural organization*. Los Altos, CA: Crisp Publications.

Adier, N. (1986). *International dimensions of organizational behavior*. Boston, MA: Kent Publishing.

Triandis, H. C., Hall, E. R., and Ewini, R. B. (1965). *Member heterogeneity and dyadic creativity*. *Human Relations*, 18, 13-55.

Judy, R., and D'Amico, C. (1997). *Workplace 2020: Work and workers in the 21st century*. Hudson Institute, Indianapolis, IN, pp. 98,108, and 113.