



CULTURE SEARCH

A new and innovative method to work with large groups of 20 or more

CULTURE SEARCH PRINCIPLES

Get the "whole culture" in the room

Explore the "whole elephant" before acting on a part

Focus on culture and common ground, not on problems and conflicts

Share and use different knowledge and experiences

Self-management and responsibility for action

PROGRAM OVERVIEW

DAY 1

EXPLORING CULTURE

Focus on national and regional culture

Outcomes: Identify and analyse resources and obstacles related to culture
Increase understanding of the cultural diversity within your organisation

Contents: Reflect upon your own cultural background, conduct and biases

Questions: What cultural elements seem to play a role in your work? How does culture influence the process, execution and outcomes of activities in the countries of operation?

VISIONING CULTURE (Future culture)

Focus on organisational & professional culture

Outcomes: Develop alternative approaches to work with other cultures
Learn from other participants' experiences and practices

Contents: Identify and explore key cultural dimensions which influence organisational & professional behaviour

Question: How do we want to develop our organisational & professional culture in the future?

DAY 2

DESIGNING CULTURE

Focus on interfaces between local culture and organisational culture

Outcomes: Improve cooperation and effectiveness among regional, national, headquarters and local organisational units
Acquire practical strategies and ideas for your work area

Contents: What works and what doesn't?

Questions: How far should we try to adapt to the local culture? How can we improve our effectiveness by modifying methods and processes to take culture into account? What interdependencies exist?

IMPLEMENTING CULTURE

Focus on an action plan and follow-up

Outcomes: Commit to goals and activities for individuals and the organisation.
Anchor good practices and skills to deal positively with intercultural relations.

Contents: Implementation.
Workshop evaluation

Questions: What are our goals and commitments? What are our concrete next steps? What methods, tools, interventions and approaches will we use?