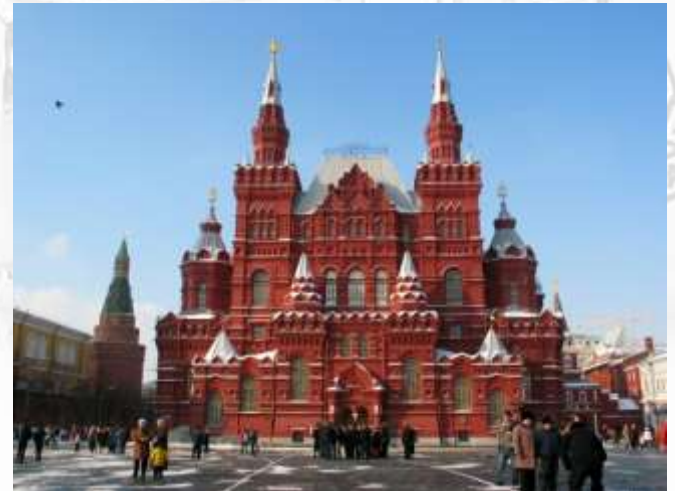


Melton Mowbray to Moscow



Dr Yvonne Carlisle



Faculty working with our students in the classroom


Three groupings of faculty

- Faculty with no or limited international L&T experience
- Faculty who are international and/or with extensive overseas exposure
- Visiting faculty

Faculty are key - how do we get them engaged?

- Immersion in other cultures through overseas assignments –
 - Visiting Professors (at partner universities)
 - Overseas study tours (with students)
 - Conferences
 - Sabbaticals
 - Collaborative research

How well do the above help the notion of cultural intelligence in the classroom?



Currently I
choose to
abstain from
foreign
assignments

For me it's a
branding
activity for NBS

It's routine, but
with a
difference

It is exciting,
challenging and
a great
opportunity


Working abroad
broadens the mind
and brings new
contacts to the
university

There are
tensions
especially post
911

I enjoy the freedom
and diversity, it is
enriching

A chance to get
away from the
hurley burley

I enjoy meeting
colleagues with
different ways of
looking at things

The background features several light-colored suitcases arranged in a grid. Each suitcase has a small, rectangular sticker on its side with the word 'TRAVEL' and a heart symbol. The stickers are in various colors and orientations, creating a pattern of travel-related imagery.

Love being away
from my home
campus

For me it's a
chance to
network

It's great to
meet different
students

It is exciting,
challenging and
a great
opportunity

Working abroad
brings new contacts
to me and my
university

It's good for
my research

I enjoy the
diversity, and the
experience that it
brings

It's good for my
career

Freedom!!

Fledgling Birds/Wise Old Owls

Travel	Classroom	Personal
Flying	Technology	Isolation
Health	Language	Family
Visa	Not relating to students	Coping Strategies
Access to Resources	Bad experiences	Workload at home

Reflections and Thoughts

Q1 – How do we better prepare faculty for overseas assignments?

Q2 – How do we better induct our international faculty

Q3 - How do we ensure cultural intelligence in the classroom at home?

Q4 - How do we measure the impact of what we do?

HR Perspectives

- Policy and Procedure for Recruitment and Selection
- Reward
- Training and Development

Training and Development

The background features a repeating pattern of suitcases. Some suitcases have a red heart icon and the text 'I ❤️ TO TRAVEL'. Others have travel stickers for 'ASIA', 'EUROPE', 'AMERICA', and 'AUSTRALIA', and 'AFRICA'. The suitcases are rendered in a light, semi-transparent style.

Three key themes –

- Information giving
- Immersion approach
- Affective Approach



Interpersonal skills	Team effectiveness	Cultural uncertainty	Cultural empathy
<ul style="list-style-type: none"> • Ability to acknowledge differences in communication and interaction styles • Ability to deal with misunderstandings • Comfort when communicating with foreign nationals • Awareness of your own cultural conditioning • Basic knowledge about the country, the culture, and the language of team members 	<ul style="list-style-type: none"> • Ability to understand and define team goals, roles and norms • Ability to give and receive constructive feedback • Ability to discuss and solve problems • Ability to deal with conflict situations • Ability to display respect for other team members • Participatory leadership style • Ability to work co-operatively with others 	<ul style="list-style-type: none"> • Ability to deal with cultural uncertainty • Ability to display patience • Tolerance of ambiguity and uncertainty due to cultural differences • Openness to cultural differences • Ability to exercise flexibility 	<ul style="list-style-type: none"> • Ability to see and understand the world from others' cultural perspectives • Exhibiting a spirit of inquiry about other cultures, values, beliefs and communication patterns • Ability to appreciate dissimilar working styles • Ability to accept different ways of doing things • Non-judgemental stance toward the ways things are done in other situations

Matveev and Nelson (2004) Cross Cultural Communication and multicultural team performance; *International Journal of Cross Cultural Management* 4, 2, pp253-270