

SUSANews



The **SIETAR**USA Newsletter

Society for Intercultural Education
Training and Research

PRESIDENT'S LETTER



Dear All,

WOW! WOW! WOW! That's my muted response to the recently completed Global Congress in Granada, Spain.

Most of those with whom I spoke agree that it far exceeded expectations. The energy, the quality of presentations, the wonderful space in which to have breaks combined with the attendance of more than 800 people to make the Congress a valuable experience. Miguel Gandert, as usual, provided a fantastic beginning with his powerful storytelling and stellar pictures. Nancy Adler challenged us all through the story of her Viennese family, primarily her mother, who, at 12, through displays of amazing cunning, and courage was able to get her immediate family out of Nazi controlled Austria to England. Her mother's journey began when a Catholic family risked their lives by opening their door to hide her for three days. Her challenge to us was a simple question, "For whom will you open the door?"

Significant thanks to Peggy Pusch and Esther Louie who masterfully led the proposal selection and scheduling of presentations, both of which contributed extensively to the triumphant success of the Congress. A nod to George Simons for getting the ball rolling two years ago; without his early energy, I'm not sure there would have been a Congress this year. Rita Wuebbeler somehow found time to get married and to secure the most significant marketing coup – getting UPS to be the primary sponsor of the Congress. There are many others from SUSA who contributed; I won't mention them by name for fear of missing some one. But I thank you all.

Prior to our attending the Congress, my wife, Donna, and I spent a month driving around Spain and Portugal. It was a wonderful experience made even better through the reading of the book "Ornament of the World," by Maria Rosa Menocal and driving a surprise gift from the car rental company – a 6-speed, manual shift, turbo-diesel Alfa Romeo!

That said, once again I want to remind you that our own conference is scheduled for April 1 – 4 in Raleigh, N.C., of next year. I hope many of you will apply to share your ideas with us through sending your workshop proposals in soon. Please go to our web site for details.

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NEW!

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One more thing, we are also looking for a few good, energetic people to become members of our board. If you wish to nominate yourself or someone else, please contact Tatyana Fertelmeyster, chair of the Nominating Committee for details.

Happy holidays to all of you and I look forward to seeing you in Raleigh.

Andy Reynolds

SIETAR-USA President

LOCAL GROUP NEWS

SIETAR Minnesota

We are delighted to have had two great events this fall. In October, Patti Digh had a book signing at Amazon Books and a private reading and party for the SIETAR group here at the home of Basma Ibrahim DeVries and Jon DeVries. It was a great event, coordinated by Nancy O'Brien. On November 19th, Carlos Cortes met with our local group and performed "Conversation with Alana" and talked about balancing cultural differences. We really looked forward to it and hope that it served as a good draw to entice more people to join our group.

SIETAR Baltimore

SIETAR Baltimore had an event in November at the University of Maryland in Baltimore: "The Maestro simulation by Steve Sugar with Steve Sugar". The event was co-sponsored with the Modern Languages and Linguistics Department. Twelve people attended.

SIETAR Rocky Mountain

The SIETAR Rocky Mountain local group is reorganized under new leadership. A letter and short survey have gone out to approximately 60 people in the Rocky Mountain region. We are very excited about revitalizing the group and bringing in new participants and members. Anyone in the greater Denver/Boulder/Fort Collins/Colorado Springs area that is interested in joining the group, please contact Robert Strauss at robertstrauss@instructionaldesignresources.com.

SIETAR Florida

In an attempt to introduce SIETAR and the new SIETAR Florida chapter to new and aspiring members we will have a gathering on Thursday December 18, 2008 from 6pm to 8pm at COTE FRANCE in Boca Raton. The theme will be: Holidays around the world. We invite attendees to wear something festive from your or any country, and ask you to please bring a gift (under \$5) to exchange with a fellow global citizen and SIETAR buddy! We will discuss ideas of future SIETAR FLORIDA events, workshops, topics etc. For more information contact Patricia Coleman at 561 883 7117 or AtoZWorld@aol.com

EXECUTIVE DIRECTOR'S NOTE



Dear Colleagues:

There is a sense of hope and of new initiatives in the United States following the election. It is also a time of awakening to the continuing chasms in our society and a realization that we have much healing and rebuilding to do. Thus the theme of the upcoming SUSA conference is a timely one and our hope is that it will draw many of you to North Carolina in the spring, a time of the year of new beginnings, both real and symbolic. There is more on this conference elsewhere in the newsletter. However, I want to hold onto the feeling of hope, of renewal, and of new realizations as we continue to grow within SIETAR and in the field of intercultural relations. We have much to share with each other and much to contribute to our society.

I must mention that it is a joy to have a president-elect who is a global nomad and is appointing other global nomads to positions of responsibility. Another hope is that a broader world view will prevail in the new administration.

It was wonderful to see so many people from the United States at the Global Congress in Granada, Spain. And what a Congress it was. The Placidio was a lovely venue and the Congress content was excellent. The greatest complaint was that there were so many riches, it was hard to choose what to attend. With 800 participants, it was necessary to have a broad range of sessions both in subject matter, level of engagement, and available seating. Many of the presenters are submitting handouts and papers for a website. When they are ready for distribution, we will let you know where to access them. A global congress is a rare event and it was a pleasure to be together with our colleagues from SIETAR organizations around the world.

I hope you have now had a delightful Thanksgiving albeit a sobering one as we watched the unfolding events in Mumbai. I have sent a message of sympathy and collegial concern to SIETAR India. Just one more reminder of how fragile our hold on life and stability continues to be. And a reminder of how important the work we do is in today's precarious world conditions.

Sincerely,

Peggy Pusch

SIETAR-USA Executive Director

2009 CONFERENCE REPORT

PROPOSAL DEADLINE EXTENDED FOR ANNUAL MEETING

We hope that you are excited as we are about our upcoming conference in Raleigh/Durham from April 1-4, 2009! Our theme, "Intercultural Solutions for Challenging Times" is a timely one that is sure to encourage thought provoking and innovative session proposals.

In recognition of the busy holiday season, the proposal deadline has been extended to Monday, December 15. Please consider submitting a proposal by that date. You can download the call for proposals at: <http://www.sietarusa.org/Content/Documents/Document.ashx?DocId=29497>

We are also delighted to announce that we have secured the esteemed, Harry Triandis, PhD, as a Plenary Speaker for the Conference! Dr. Triandis is Professor Emeritus of Psychology at the University of Illinois. His 1958 Ph.D. is from Cornell University in Ithaca N.Y. He has received an Honorary Doctorate from the University of Athens, Greece, in 1987. He is author of the Citation Classic, *Attitudes and Attitude Change*. He also authored "Analysis of Subjective Culture" which included extensive empirical work done in Greece, India, and Japan. He published *Interpersonal Behavior, Variations in Black and White Perceptions of the Social Environment, Culture and Social Behavior and Individualism and Collectivism*. His most recent book is *Fooling Ourselves: Self-Deception in Politics, Religion, and Terrorism*. We think his contributions to the conference will be invaluable!

We also have Drew Kahn, Professor/Chair of Theatre at Buffalo State College where he teaches acting, voice and movement, directs major productions and recently was awarded The Presidents Award for Excellence in Teaching. Professor Kahn has directed productions throughout the United States. His direction and adaptation of Bertolt Brecht's *The Caucasian Chalk Circle* won him national honors from the Kennedy Center/American College Theatre Festival. Drew is the founding Artistic Director of the Oasis Theatre Company, a professional theatre dedicated to presenting both classical and brand new plays with a multi-cultural emphasis.

It is Drew's plays with a multi-cultural emphasis that brings him to SIETAR-USA. His presentation, "Finding Anne Frank in Rwanda" is a powerful presentation exposing simultaneously the hideous tragedy of universal genocide through the Holocaust and Rwandan Massacres, and the particular stories of hope and survival from the souls of two young girls, Anne and Anana. The 2006 production of "Anne Frank" cast two Anne's; one, the young Jewish

girl hiding with her family in Amsterdam during Hitler's reign. The other, a young Tutsi girl hiding in a Hutu pastor's bathroom for 100 days to escape her execution. Drew's presentation is sure to be one that will touch our souls and move us to action.

For our entertainment pleasure and in celebration of our 10th year SIETAR-USA Conference, we have invited "One Drum" back to stir up a festive mood. Those who attended our first conference will remember this astounding group. One Drum is an eclectic world music ensemble which performs songs, stories and dances rooted in the cultures of Africa, the Caribbean, Australia, the Middle East and the Americas. With an extensive collection of aboriginal, ancient, modern and one-of-a-kind percussive, string & wind instruments, One Drum weaves a tapestry that illustrates the common cultural origins of music. Making use of oral traditions of call-and-response, sing-along, creative movement, dance & hands-on-learning, One Drum expresses a universal spirit that knows no boundaries. As you can see, we're working hard to bring you an amazing conference! One to educate and entertain, move you to action and, most importantly, connect you with the world around you.

We look forward to your proposal submissions and to seeing you at a great conference in April!

Sincerely,
Kelli McLoud-Schingen
2009 Conference Chair



ANNOUNCEMENTS

SIETAR ORAL HISTORY PROJECT

December 2008

Are you interested in the experiences of SIETARians who formed and shaped the field?

Would you enjoy having access to these individuals' stories?

The goal of the SIETAR Oral History project (SOHP) is to do just that—to capture the insights and experiences of seasoned SIETARians to create an enduring record of their contributions to the intercultural field. SIETAR-USA President, Andy Reynolds is enthusiastic about capturing these stories and about the SOHP's beginnings of what he sees as a long-term, ongoing project.

This project began in early 2008 under the leadership of SOHP committee chair Tatyana Fertelmeyster and several committee members. The committee now consists of about 10 interculturalists across the United States led by SOHP chair Basma Ibrahim DeVries, with sub-committees led by Holly Emert and Jenny Mahon. The committee has worked over the last few months to clarify the goals and scope of the project, to develop interview questions, and to identify a priority list of potential interviewees. The SOHP committee is excited about their next step— to begin interviews and story collection.

If you are interested in being involved with this project, e-mail Basma at askbasma@gmail.com. Be sure to check future SIETAR newsletters for updates!



SIETARUSA

Society for Intercultural Education
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IN MEMORIAM

VERNON LYNN TYLER

Vernon Lynn Tyler 1929 ~ 2008 died July 1st, 2008 of Parkinsonism, which he endured for many years. His life, spanning more than 50 years of faithful service in The Church of Jesus Christ of Latter-day Saints, included Temple work and service with his wife, Arlean as labor missionaries in Tonga and Samoa. They enjoyed the challenges of extensive world service in the South Pacific, India, and elsewhere. During his 40 years at Brigham Young University he worked as a global educator, helping to create bridges of understanding between cultures as the Director of Intercultural Communications at the Kennedy Center.



Lynn Tyler was one of the old timers of the intercultural field. He was always supportive of young interculturalists and active in SIETAR International. He served on the SIETAR governing council and executive committee. He was known for his mediation skills that proved most important during times of stress. His inventive solutions served the Society well. Tyler's association with Robert Kohls was fruitful, producing such works as the Area Studies Resources booklet published in 1988. Lynn and Bob also developed a benchmark time line for the intercultural field. More recently, Tyler worked on *Illustrating Discoveries on a World Campus*, a history of intercultural and related research representing work done over his career. Tyler also contributed as third author to the chapter in Volume 2 of the *Intercultural Sourcebook: Overview of Area-Specific Training*.

The *Culturgram Series* is perhaps Lynn's greatest contribution to the intercultural field. His goals were to create support for area specific training that sought to "engage individuals to develop essential attitudes, workable knowledge, and adaptive skills for interacting with particular peoples and systems." He also developed a guide for creating *Culturgrams* and this was used as a valuable training tool in many intercultural training programs.

Those of us who knew Lynn perhaps remember best his love of creating words such as *Culturgrams*. He would have loved *Diversophy* and *Culturoscopy* and *Redundancia*—all of which have been coined by SUSA members. We will miss him.

SPECIAL FEATURE!

SIETAR GLOBAL CONGRESS 2008:

ONE PARTICIPANT'S EXPERIENCES AND MUSINGS

by Ann Marie Lei

Introduction

Bringing it home...

How many times have you attended a conference or workshop and walked away full of new ideas, mental stimulation and excitement about the interesting people you met --- only to return home and dive right back in to your daily life and work thinking, "someday I'll follow up with that person, buy that book she recommended, and figure out how to use that great training activity we experienced?" I hate to admit that I've done just that in the past, too many times to count.

I made a commitment to myself before attending the SIETAR Global Congress in Granada that I would not let that happen (again) this time. The investment in time, travel, money, attention and energy --- not to mention the potential future value to my clients and colleagues and students --- was just too significant to let any of it slip away or even recede into the background. So I promised to take good notes and find a way to quickly document the experience. I also promised to develop preliminary ideas about how I might keep some of the learning and connections from the Congress alive well into the future.

Spreading it around...

So, this document was conceived first and foremost (and selfishly) as a record for myself---to capture the highlights of my experiences in Granada and act as a reminder of activities, tools, concepts, and people that I found most stimulating at the time. My sincere hope is that other people will also find this useful --- whether you were unable to attend the conference, or you were there and making different choices about which of the 13(!) different sessions to attend at any given time. Enjoy!

The Congress Experience

So many choices, so little time...

Keynote speeches, cocktail parties, workshops, films, discussions, meals, simulations, performances, tours, dancing, and coffee-break conversations --- non-stop for 3-5 (depending on the choice to attend/not attend a pre-conference program) days and late nights. I made a conscious effort to participate in as many events and sessions as possible, while reserving some time to catch up with old friends and colleagues over a meal or long walk around Granada.

Planning each day...

The sheer number of program choices each day was overwhelming so, for me, it was important to take some time every night to look



closely at the schedule for the next day and choose which sessions to attend. Overall I tried to achieve some balance between:

- Building on existing knowledge and skills vs. learning completely new (at least to me) concepts, ideas, activities, and ways of facilitating
- Direct relevance/application to my current work vs. potential to expand my work in the future
- Presenters/facilitators I already know and respect vs. "new" people who might expand my horizons

Plenty of great stuff...

The program was packed with a huge range of content and I managed to choose some very worthwhile sessions to attend. I won't write a detailed 'session-by-session' review but instead will focus on the concepts, activities, and resources that I found most interesting and potentially useful --- and hope that others find them useful as well.

Theory +

Several sessions offered some new ways of thinking about existing theoretical work and/or brought something new to my understanding of the discussion. As a consultant and teacher I'm very interested in anything related to developing intercultural competence and global leadership skills, as well as effective teaching and learning styles, so I was intrigued and motivated to attend these three sessions and hear the latest thinking from the presenters: The Meaning of Intercultural Competence; The Myth and Reality of Global Leadership: The Glass Slipper--A Case Study; and Instructional Styles in Global Perspective. Here are some of the key ideas I took away from each:

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The Meaning of Intercultural Competence

by Charlene Blockinger (cblock60657@aol.com)

In addition to the title (very relevant to my work and interests), a few things stood out in Charlene's session description and attracted me to attend and learn more:

- The phenomenological methodology she used: combining self-assessment using the Intercultural Development Inventory (IDI), sketches/drawings, and personal interviews to encourage the participants to describe, interpret, and reflect on their experiences
- The goal of the study: to "tease out basic components of intercultural competence"
- The study participants: a group of 17 business professionals involved in international consulting, corporate coaching, global leadership, training and recruiting

I really appreciated the consensus description (too long to quote here) of intercultural competence that emerged from the participants' responses, as well as the five themes that Charlene identified (knowledge of the self, understanding cultural context, emotional interaction, observable behavior in context, and elements of skill) and translated into a summary graphic she calls "the essentials of intercultural competency." I can easily envision using some of Charlene's methods, findings, and especially the summary graphic in the Intercultural Competence and Communication course I teach, as well as in programs with some of my clients. It's not so much that this is completely "new information" but rather a different way of thinking and visualizing what we already know about developing intercultural competence.

The Myth and Reality of Global Leadership: The Glass Slipper--A Case Study

by Caroline Beery, Maria Jicheva and Nigel Ewington

"What does it mean to be a global leader?" After reading many books and sorting through various 'global leadership' models, lists of competencies, etc., I was intrigued to hear from this panel about their research --- looking at global leadership through the specific case of a single very successful young mono-cultural leader "who has delivered outstanding results for his organisation in unfamiliar cultural contexts." The facilitators chose this approach because in their experience as consultants they had noticed that most real leaders don't really "fit the models." They suggested that, by trying to 'fit people into the models' or put them in 'boxes' (the 'glass slipper' analogy), we can easily miss important clues about the characteristics and approaches that set truly successful individual leaders apart.

Through interviews and direct observation of his interactions with this leader's work teams in Bulgaria and India, these consultants identified several abilities and practices that seemed to contribute to his success in these two very different cultural contexts, including his ability to:

- quickly create consistency and stability for his teams--through a commitment to weekly management meetings
- connect personally with everyone on his team--through

regular one-on-one 'coffee table talks'

- focus on solutions, not problems, and build on what works in the organization rather than on what is missing
- bridge political, cultural, and personal divides, and
- translate global values to local behaviors, and translate local culture back to the head office

Instructional Styles in Global Perspective

by Cornelius N. Grove and Astrid Kainzbauer

"Instructional styles research compares patterns of collective behavior of learners and their instructor. Its objective is to provide greater awareness and practical skill for trainers, facilitators, teachers, professors, and other presenters who face learners and listeners from unfamiliar cultures. Knowledge-Focused and Learner-Focused are the two basic instructional styles. Each immerses classrooms and training rooms in sharply differing assumptions about, and expectations of, both instructors and learners." --Cornelius Grove

As a teacher and facilitator with increasingly diverse student and client populations, I know that I need a much deeper, clearer understanding of the implications of these different instructional styles than I have today. Dr. Grove has been studying instructional styles for many years, since completing his doctoral dissertation comparing the classroom cultures of Portugal and the U.S. Astrid Kainzbauer's personal experience and recent doctoral dissertation comparing British-German differences in the delivery of cross-cultural training have built on and enriched Dr. Grove's work. I am very grateful to both of them for opening my eyes and beginning to expand my comprehension of this critical topic. During this workshop they gave us two very useful tools:

- An 8-item self-assessment instrument called "How I Learn," which quickly allows people to identify their preferences and compare them to others in a classroom or training setting. I intend to incorporate this immediately into my work with graduate business students, and eventually into some of my work with corporate clients.
- A 2-page overview of the instructional styles continuum that Dr. Grove has articulated through his extensive research and work. Starting with the 'fundamental observable contrast' between 'knowledge-focused' and 'learner-focused' preferences, the diagrams in this handout offer increasing detail, contrasting learners' motivation to learn, assumptions about and expectations of the learners, evaluation alternatives and options, and finally the characteristics and roles of instructors.

There was lots of 'food for thought' that I hope to incorporate in my future work and teaching. For more information, visit Dr. Grove's web site at: www.grovetwell.com and download his article about instructional styles at: www.grovetwell.com/pub-expect-to-learn.html