



## PRE- AND POST-CONGRESS WORKSHOPS

Building Dialogues on Diversity

SIETAR Europa Congress 2019

### ***Title:***

## **Certification Training for Facilitators of Cultural Detective.**

**Length:** 2 days | **Price:** 550,00 Euro (incl. 21% VAT)

**Min. amount of participants:** 8\*

**Facilitator:** Tatyana Fertelmeyster

### **What to expect:**

This workshop offers participants a two-fold opportunity to gain an in-depth understanding of the Cultural Detective Model and to explore a range of facilitation techniques applicable for intercultural and diversity work in general. Facilitators-in-training experience various activities from a learner's perspective and engage in meta-level processing from a facilitator's perspective.

Why Cultural Detective as a tool of choice for building dialogues on diversity?

### **Cultural Detective is skill-based. Users learn:**

1. To understand themselves as cultural beings (subjective culture).
2. To anticipate others' possible motivations for specific behaviors (cultural empathy).
3. To bridge cultural differences, recognizing them as assets rather than as obstacles to minimize or navigate around.

### **Cultural Detective is a process-based model.**

Users can easily and seamlessly dovetail their learning with other processes such as communication, collaboration, leadership, and conflict resolution. Cultural Detective also integrates conveniently with existing curricula, designs, and materials, or can be used as a backbone to build a custom training program.



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### **Cultural Detective develops organization-wide ability and systemic competence.**

By cultivating a shared vocabulary and mental model for transforming diversity into inclusion, innovation, and engagement, Cultural Detective encourages continuous process improvement and organizational learning.

### **Cultural Detective is theoretically grounded.**

Its elegantly simple and practical design incorporates state-of-the-art intercultural thinking, and avoids stereotyping and the rote memorization of lists of do's and don'ts.

### **Cultural Detective develops both culture-general and culture-specific competencies.**

Real intercultural competence means the ability to react and behave in a culturally appropriate way. Cultural Detective helps users learn how to determine useful options when encountering cultural difference (culture-general ability) and how to figure out culturally correct behavior in unfamiliar contexts (culture-specific).

### **Cultural Detective fosters critical thinking and problem solving.**

It promotes real-time, accelerated learning, and ongoing candid dialogue. Offering an approach that recognizes and values differences, Cultural Detective encourages all voices to be heard, and provides an easy, non-evaluative process for conflict resolution.

### **Cultural Detective is developmentally appropriate.**

Learners are suitably challenged at every stage of their cultural-competency development. It is an excellent choice to use with mixed groups of learners at various stages of development.

### **Cultural Detective is versatile and flexible.**

Useful in a broad spectrum of applications, it can be incorporated into a team meeting, an existing management course, a coaching process, or used as the basis for longer-term learning. Its deceptively simple approach lowers the intimidation factor and allows easy accessibility for all levels of learners.



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### Meet the facilitator:

**Tatyana Fertelmeyster** is a co-author of Cultural Detective Russia and a lead trainer of facilitators of Cultural Detective. She came to the United States in 1989 as a refugee from the Soviet Union. She worked in refugee services before becoming an independent intercultural and diversity consultant and trainer.

Founder and Principal of Connecting Differences, Tatyana is an expert in Intercultural Competence, Diversity and Inclusion, and Facilitation for Multicultural Groups. She is a Licensed Clinical Professional Counselor.

Tatyana is a faculty member at the Summer, Winter, and Qatar Institutes for Intercultural Communication and a past president of SIETAR USA.

Tatyana is proud of her unofficial title of a Chief Clarity Officer. Her practice of Spontaneous Facilitation supports Tatyana's ability to engage and sustain engagement through challenging moments and interactions. Tatyana always brings to her very serious work her sense of humor, wit, and a bit of stand-up comedy.

\* SIETAR Europa's Pre- and Post-Congress workshops have the criteria of the minimum number of attendance in order to take place. In case this minimum number is not reached by May 1st 2019 the workshop will be cancelled.

### In case of cancellation of a workshop:

1-Registration fee will be refunded | 2-There is the opportunity to register in another workshop. In case of a different workshop selection the price difference between the cancelled workshop and the new selected workshop will be refunded or will have to be paid depending on the case. Please note, these workshops are NOT included in the SIETAR Europa Congress fees. **Participants register and pay for these workshops separately and in addition to the main congress.**