

Workshop on Cross Cultural Sensitization

Date: 27/08/2019

Time: 11:40AM-1:40 PM

Venue: Seminar Hall

Participants: 43

Batch MBA 2018-20 3rd Semester

Section: CHR, MHR, FHRM

Faculty Name: Dr. Uma Warriar (Area Chair OB & HR)/Dr. Komal Khandelwal (Assistant

Professor OB & HR)

Topic: CROSS CULTURAL SENSITIZATION WORKSHOP

Resource person: MR. VIVEK CHANDRASHEKHAR

Contact Information: <https://www.linkedin.com/in/vivek-chandrashekar->

Summary: Yes

Photos: Yes



Context

The student learning and experience is greatly enhanced when the academic rigor in classrooms is supported by different forms of Active Learning. Students are introduced to HR functions at an international context, cultural implications of managing business globally and varying management practices and systems critical for successful cross borders business.



Fig 1.1 : Mr. Vivek Chandrashekar A workshop on Cross Cultural Sensitisation was conducted by Mr. Vivek Chandrashekar, Trainer on 27/08/2019 for MBA 2018-20 3rd Semester CHR , MHR , FHRM students

The stated learning outcomes of the Cross-Cultural Management course (offered to 3rd Semester CHR/FHR/MHR Students) are:

1. To explain the fundamentals of cross-cultural management.
2. To describe the mechanism of different cultures and the major frameworks of culture.
3. To differentiate the dimensions of a leader's behaviour and theories of cross-cultural leadership.
4. To demonstrate the impact of communication in cross-cultural business contexts.
5. To examine the ever-increasing challenges of global cross-cultural management.

It was assessed that offering students an exposure to a real life situation would help reaching the stated learning outcomes of the course by making them competent to handle cross cultural issues for reduced dysfunctional conflicts.



Fig 1.2 : Mr. Vivek Chandrashekar A workshop on Cross Cultural Sensitisation was conducted by Mr. Vivek Chandrashekar, Trainer on 27/08/2019 for MBA 2018-20 3rd Semester CHR , MHR , FHRM students

Resource Person:

VIVEK CHANDRASHEKAR is an avid reader and an enthusiastic trainer having a vast experience in training students from different colleges to employees in the corporate sector. His interest towards psychology equips him to counsel effectively and motivate to identify potential, hence boosting performance. His experience as a trainer in leading and reputed competitive exam institutions across Bangalore brings a whole lot of dimensions in training kids in college who are yet to explore their career options.



Fig 1.3 : Mr. Vivek Chandrashekar A workshop on Cross Cultural Sensitisation was conducted by Mr. Vivek Chandrashekar, Trainer on 27/08/2019 for MBA 2018-20 3rd Semester CHR , MHR , FHRM students

Vivek is a **Certified NLP Coach**

He holds a Bachelor degree in Engineering Electronics and Communications Engineering from S J B Institute of Technology, BANGALORE and a Masters in Psychology specializing in Counseling Psychology from IGNOU .



Fig 1.4: Mr. Vivek Chandrashekar A workshop on Cross Cultural Sensitisation was conducted by Mr. Vivek Chandrashekar, Trainer on 27/08/2019 for MBA 2018-20 3rd Semester CHR , MHR , FHRM students

While Vivek's core competencies are in Writing Skills - Critical thinking - Counseling - Team player - Crisis Management – Storytelling, he areas of expertise are in Public Speaking - Etiquettes - Leadership - Lateral Thinking - Emotional Intelligence - Positive Thinking - Communication - Time Management - Team Building - Critical Thinking - Logical Reasoning - Creativity - Quantitative Aptitude - Decision Making - Verbal Aptitude and Presentation Skills

Vivek concentrates on training the youth of tomorrow at various education institution such as BGS Institute of Management Studies · Dayananda Sagar Group of Institutions · Sreedevi Institute of Technology, Tumkur · MLACW · Mount Carmel College · RJS Institute of Management Studies · Shri Pilappa College of Engineering · Cambridge Institute of Technology · ASC Degree College · East West Institute of Technology · Dr. NSAM First Grade College · East West College of Engineering · RNS Institute of Technology · C. Byre Gowda Institute of Technology, Kolar to name a few.



Fig 1.6 : Mr. Vivek Chandrashekar A workshop on Cross Cultural Sensitisation was conducted by Mr. Vivek Chandrashekar, Trainer on 27/08/2019 for MBA 2018-20 3rd Semester CHR , MHR , FHRM students

Participation:

The workshop was conducted for 3rd Semester students of Core HR/FHR/MHR specialization. 43 students registered and participated in the workshop. 7 professors of



Fig 1.7 : Mr. Vivek Chandrashekar A workshop on Cross Cultural Sensitisation was conducted by Mr. Vivek Chandrashekar, Trainer on 27/08/2019 for MBA 2018-20 3rd Semester CHR , MHR , FHRM students



Fig 1.8 : Mr. Vivek Chandrashekar A workshop on Cross Cultural Sensitisation was conducted by Mr. Vivek Chandrashekar, Trainer on 27/08/2019 for MBA 2018-20 3rd Semester CHR , MHR , FHRM students

Summary/Workshop Details:



Fig 1.9: Mr. Vivek Chandrashekar A workshop on Cross Cultural Sensitisation was conducted by Mr. Vivek Chandrashekar, Trainer on 27/08/2019 for MBA 2018-20 3rd Semester CHR , MHR , FHRM students

Summary:

The topic of the workshop was Cross Cultural Sensitization,

The main aim of the event was to make the students aware and more responsible towards different cultural we may come across in our career.

- The workshop started with a welcome speech by Rishika Gurung of CHR.
- After Mr. Vivek took over, he made it very clear that it was going to be an interactive session and not a lecture.
- His main idea was to change the mentality of the students so that they do not judge people without understanding their background and the situations they are in.

- He wrote random words in the board like Pakistan, Polygamy, Hitler, and Love, and asked the audience to say what ever thought that comes to mind.
- After this he segregated the facts from the stereotypes and truth from judgments.
- A lot of positive words were spoken by him.

E.g.:

- “Time and change are the only constant. We as human beings have to change our thoughts and lifestyle with time in order to survive and thrive”
- “If you do not know why a person is behaving in a certain way, be patient and do not react. The reason might be painful and deeper than we can guess.”
- “If we do not react to a person’s negative comment, it stays with the person. It will not be our burden. Rather the speaker will be burdened by his own words”

The main learning from the workshop is that cross cultural sensitivity is the knowledge, awareness, and acceptance of other cultures. On the individual level, it allows travelers and workers to successfully navigate a different culture that they are interacting with whereas it is considered one of the primary factors that drive the way organizations behave.

In this rapidly changing world of globalization, organizations are getting more and more diverse. This means that if we do not have the adequate skills and knowledge to handle diversity, we are out of the race before we know it.

It also taught us 3 main lesson:-

1. Empathy
2. Patience
3. Beating stereotypes

Conclusion:

Dr Uma Warriar concluded the session by reinstating the importance of cross-cultural sensitivity, which varies across industries and job profiles . Dr Warriar spoke about Cross cultural sensitivity as one of the top 15 skills of employability for 2020. To conclude, it was a very informative and interactive workshop where various insights on was cross-cultural management shared by the guest speaker. The workshop on cross cultural sensitization taught us how to be aware of our

thoughts and action when interacting with people from various diverse culture and background. It was an interactive session in we learnt a lot about how to think, analyze and respond when we came across any cross cultural situation. The real-time scenarios that were discussed was a great learning for students. They were introduced to real-life examples rather than only being restricted to the theoretical concepts.



Dr. Uma Warriar giving vote of thanks to Mr. Vivek Chandrashekar, Trainer who conducted workshop on 27/08/2019 for MBA 2018-20 3rd Semester CHR , MHR , FHRM students



Feedback

The workshop overall was well received by the students.

Feedback analysis:13 good, 25 excellent, 5 average total= 43 total

	Wt Score	5	4	3	2	1				
Questions to Map Pos	List of Pos & PSOs	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total	Wt. Score	Max score	%age
The Workshop helped me to learn new / Improve new skill and competency	PO1 PO5 PO7	17	13	5	7	1	43	167	215	78%
The workshops objectives were clearly stated and achieved	PO1 PO5 PO7	8	14	4	14	3	43	139	215	65%
The workshops content & coverage was relevant	PO5 PO7	17	16	4	3	3	43	170	215	79%
The time was well managed during the workshops		16	19	1	7	0	43	173	215	80%
The facilitator of the workshop was knowledgeable & resourceful	PO1	20	15	4	2	2	43	178	215	83%

Attainment Calculation:Workshop

POs	Q1	Q2	Q3	Q4	Q5	Captured By	Total Attainment Score	Level Achieved
PO1	78%	65%			83%	Q1 Q2 Q5	75%	3
PO2								
PO3								
PO4								
PO5	78%	65%	79%			Q1 Q2 Q3	74%	3
PO6								
PO7	78%	65%	79%			Q1 Q2 Q3	74%	3
PSO1								
PSO2								
PSO3								

Feedback: Out of the total 43 students who attended and filled up the feedback form, 13 of them rated the workshop as good. Their average opinion was that it was a positive session that talked about the similarities in differences, it was a fun session but in terms of content, it was quite less.

One of the student of CHR volunteered to speak about his learning experience from the workshop.

25 students rated this session as excellent. For them this session was very productive, fun, educational and made them challenge the stereotypes of the society and taught not to quickly judge someone just because they are different. A few of them has requested for more similar sessions to be conducted in the future.

5 students have rated the session as average. According to them the main theme of the workshop and the content was different from each other. The speaker was interactive but topic wise he was talking more like a motivator rather than a cross cultural lecturer.



Trailing Emails/communications:

