

Three Steps

Step 1 - Learn

Specific to the topic you have selected read and reflect on UC's analysis. Be sure to look at the Patterns. They contain examples that illustrate how the two countries think and work.

Step 2 - Discuss

In this second step you and your colleagues will discuss the cultural differences you are experiencing:

First Conversation

Specific to the selected topic, identify those differences which are exerting the most influence on cross-border collaboration. This is a conversation with yourself. Focus on what is not working. Share those differences with your colleagues from the same-country. They will do the same with you. Your colleagues from the other-countries will do the same on their side.

Second Conversation

Reflect on the differences submitted by your same-country colleagues. Then meet as same-country group. Discuss the influence of those differences on collaboration. Decide which of them should be discussed with your colleagues from the other-countries. Then share those cultural differences with them. They will do the same with you.

Third Conversation

Reflect on the differences submitted by your colleagues from the other-countries. Then meet as an all-countries group. The entire team. Discuss the influence of cultural differences on your collaboration. You are deepening your understanding of each other. About how you think. About how you work.

Step 3 - Apply

In this third and final step you and your colleagues will decide how to improve collaboration:

First Conversation

Specific to the selected topic, reflect on the current state of collaboration. This is a conversation with yourself. Recommend how the countries involved can better collaborate. Share those recommendations with your colleagues from the same-country. They will do the same with you. And your colleagues from the other-countries will do the same on their side.

Second Conversation

Reflect on the recommendations submitted by your same-country colleagues. Then meet as same-country group. Discuss the submitted recommendations. Decide which of them should be discussed with your colleagues from the other-countries. Then share those recommendations with them. They will do the same with you.

Third Conversation

Reflect on the recommendations submitted by your colleagues from the other-countries. Then meet as all-countries group. Again, the entire team. Discuss the recommendations submitted. Decide which of them should be implemented. Now implement, monitor, and improve.