



- Do you have employees who are working within different cultural contexts or who are sent abroad on shorter or longer term assignments? Do you want to optimally prepare them (and their partners)?

- Do you want to improve your effectiveness in a different culture?

- Are employees from different cultures cooperating in your organization? And do you want to improve the quality of their collaboration?

We are pleased to offer a multimedia-training instrument that will help to realize the aforementioned goals:

Intercultural Effectiveness Training IET

WHAT WE CAN DO FOR YOU:	HOW WE DO IT:
<ul style="list-style-type: none"> • To enable you or your colleagues to follow a training program aimed at diagnosing and practicing competencies critical for success in another culture. • To offer you and your colleagues a learning program with realistic and relevant intercultural situations. • To enable you or your colleagues to put learned knowledge into practice in new situations • To save you and your colleagues time and money while practicing the intercultural competencies. 	<ul style="list-style-type: none"> • The IET contains 28 social situations that form a cross-section of the key problems that people may experience in other cultures. • To make sure the IET is available to as many potential trainees as possible, the IET has been developed in the English language. • The problematic situations are presented in a multimedia format (video and audio) • The IET may be (re)started on the PC at any time • The IET is interactive: after choosing one's answers, the trainee is given feedback: What is it that makes your answer (and any other answer) more or less effective in this particular situation?

SCIENTIFICALLY SOUND:

- The IET was developed by Prof. Dr. Jan Pieter van Oudenhoven, eminent professor in the field of cross-cultural psychology at the University of Groningen, the Netherlands.
- The IET is a custom-made instrument that is explicitly aimed at the trainable competencies that improve successful adaptation to another culture. The IET trains on the following characteristics: cultural empathy, open-mindedness, and social initiative.



References:

Van Oudenhoven, J.P. (2004). Trainen van interculturele effectiviteit: de Interculturele Effectiviteits Training [Training of intercultural effectiveness: The Intercultural Effectiveness Training], Handboek Effectief Opleiden, 15.1, pp. 1-14

Van Oudenhoven, J.P. (2002). Cross-culturele psychologie: De zoektocht naar verschillen en overeenkomsten tussen culturen [Cross-cultural psychology: The search for similarities and differences between cultures]. Bussum: Coutinho

HOW IT WORKS:

- The IET is mailed to you on a cd-rom. The IET may be installed on PC's with an Internet connection.
- You may order logins to be able to complete the IET through the Internet.
- Trainees may complete the IET by logging in on our website. They will be supplied with a comprehensive instruction.
- Trainees may, in case they would like to, interrupt the IET and continue with the program at a later point in time, even on a different PC than on the PC on which the IET was initiated.
- Our fees: No licensing fees, only fees on a per-use basis. We offer discounts for higher volume usage.
- In case of serious interest we will be pleased to offer a trial of the IET.

The IET may be combined with:

- The **Multicultural Personality Questionnaire** (Dutch, English, French or German versions). The MPQ examines the extent to which the individual possesses personality characteristics that ease or frustrate intercultural adjustment.
- An **Intercultural Competency Workshop**: Using the MPQ and IET as pre-training measures; trainees are intensively trained on dealing with intercultural situations.

For more information please send an e-mail to
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