Workshop Reflective Practice; Cultural Differences

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Abstract

Systems Engineers have to be aware of differences in culture. Cultural differences can be geographical, but also organizational. This workshop prepares the students for the project during the international semester, where cultural differences have to be observed and studied.

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logo
TBD

Colophon

Merete Faanes from Buskerud University College created the educational flow *Reflective Practice*. Reflective Practice is a thread throughout the entire master Systems Engineering to stimulate students to relate *Education* and *Practice*.

These workshops are the result of the cooperation of Merete Faanes and Gerrit Muller

Pre-assignment

Position yourself on the *national cultural dimensions*

and position your company on the *organizational cultural dimensions*.

Use the dimensions as described by Geert Hofstede

https://geerthofstede.com/culture-geert-hofstede-gert-jan-hofstede/6d-model-of-national-culture/

https://www.hofstede-insights.com/organisational-culture

http://en.wikipedia.org/wiki/Geert_Hofstede

deliver report (max 4 A4's) at least one week before the workshop

Cultural Dimensions (Geert Hofstede)

National cultures

Small vs. large power distance

Individualism vs. collectivism

Masculinity vs. femininity

Weak vs. strong uncertainty avoidance

Long vs. short term orientation

Indulgence versus Restraint

Organizational cultures

process-oriented vs. results-oriented

job-oriented vs. employee-oriented

professional vs. parochial

open systems vs. closed systems

tightly vs. loosely controlled

pragmatic vs. normative

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RPCDhofstedeDimensions

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Agenda

t welcome, last workshop, introduction this workshop

t+0:10 block 1: Introduction to Cultural Differences

t+1:20 block 2: Relevance of Culture for Systems Engineering

t+2:30 block 3: Preparing the Project

t+3:40 plenary discussion

t+3:50 pre-assignment next workshop, close

Block 1: Introduction to Cultural Differences

+ List the 3 most surprising cultural differences

+ Give examples of other cultural differences from your own experience.

> be specific

> give examples

Results on flipover

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Block 2: Relevance of Culture for Systems Engineering

What cultural dimensions are relevant for Systems Engineering?

Why are these dimensions relevant?

be specific and concrete, provide examples

Results on flipover

Block 3: Preparing the Project

How can you study the local culture during the 4th semester?

Make an initial plan: What, when, who, and how.

What do you expect as outcome?

Be specific, give examples.

Results on flipover

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Post Assignment

Make a plan how to approach cultural research during the international semester

What, when, who, and how are the main questions.

What do you expect as outcome of the research?

Look for people with different cultures than your own at work, in the study, or in the private situation that you may observe.

Deliver report (max 2 A4's) within one week after the workshop to

    <gerrit . muller@ gmail . com>

Submit an updated reported, within four weeks

Deliver an individual max 1 A4 reflection report about the workshop itself.

Post Study Assignment

Describe the cultural differences that you observed during your study.

Use Hofstede's model for guidance.

Add a section with your observations that do not fit in Hofstede's model.

Describe what cultural aspects have impact on your daily work in your company.

What specific cultural-related actions or attention points will you implement in the near future?

Max report size: 4 A4s

Due date: Mid-June directly after the international semester.

Pre-assignment next workshop

Fill in the pre questionnaire at

http://www.gaudisite.nl/RPCOMquestionnairePre.doc

Add your name to the filename when submitting it by email

Please submit as Word-file

The questionnaire results will be used in anonymized form for research of the effectiveness of this workshop.

Replacing assignment; only after permission of the teacher

- do the pre-assignment and submit this to the teacher (as all other students)

- go through the workshop questions yourself

- discuss the answers with a colleague with international experience

- write a (max) 2-page document with your answers including examples and rationale behind the answers

- send this 2-page document by mail to another student and ask for comments

- update the 2-page document

- if you go to Stevens

  - then contact your colleagues that also go to Stevens and join them in making the plan for the cultural differences project at Stevens

  - Note that you have to send an updated report after communication with Eirik (as team)

- do the post-assignment, include what the feedback of the other student changed in your thinking

- send 2-page document and post-assignment to the teacher

- note that you have to submit a final report May/June (individually) that will be graded

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