

inter Cultururas

Interkulturelle Trainings || Diversity Consulting

Inter Cultururas – Interkulturelle Trainings und Diversity Consulting

Compact course: Dealing with the Germans

You are in new in Germany? For a short project? You have moved here for a longer time? You have recently joined a company in Germany? You started an internship, a university education or a language course in Germany? Your company has assigned you to its German subsidiary? Or, if you are a company, are you planning to send your people to Germany?

No matter what, you have to cope with the Germans! You may wonder why they get annoyed when the train is late, why you cannot reach anybody after 2 p.m. on a Friday, why they are clumsy and stubborn negotiators, why they have invented the Mülltrennung (garbage separation) and why they insist that you do it, too. You have the feeling that you understand what they say – after all, they are proud of speaking English –, but not what they mean.

The German behaviour follows from a few guiding principles, or cultural standards, which sets them apart from other societies: concentration on objectives, appreciation of structures and order, internalization of rules, scheduling, separation of work and private life, direct communication with low context, and individualism. Understanding those, you will be able to avoid misunderstandings and make the most of your stay in Germany.

This course addresses everybody who has moved to Germany for a shorter or longer time or will soon do so. It will familiarize the participants with the German cultural standards. They will be able to judge the behaviour of their German counterparts in this framework. They will avoid cultural misunderstandings and conflicts with Germans and they will realize the benefits from studying or working in Germany and they will better enjoy their expatriate life.

Objectives

- Know the cultural standards, by which Germany operates
- Successfully interpret your interchanges with Germans
- Avoid common cultural misunderstandings
- Use the German way of life for your own good
- Feel almost at home: Make the most of your business life and personal life in Germany

Methods

- Role games
- Critical incidents, examples from the participants
- Group exercises and moderated discussions
- Trainer input

Schedule of a 3-hr compact course

(Example only; the final schedule will be jointly agreed with the customer)

Afternoon session	
16:00-17:00	<ul style="list-style-type: none">• Participants arrive, distribution of material, introductions• Moderated discussion: Collect from the participants experiences with Germans and/or stereotypes about Germans• Trainer input: German cultural standards
17:00-18:00	<ul style="list-style-type: none">• Moderated discussion: Be yourself! Differences between participant's home cultures and Germany• Exercise: A game with rules unknown• Moderated discussion: Getting involved with Germans – the challenge of low-context communication
18:00-19:00	<ul style="list-style-type: none">• Trainer input: The importance of rules and schedules• Moderated discussion: They did not mean it – avoiding cultural traps and misinterpretations• Summary: Lessons learned• Evaluation of the course; end of seminar