

*«We have been looking for employees
and found human beings»*

(Max Frisch)

Beyond Intercultural Integration

Workshops
for International Employees
and their Spouses



“Beyond Intercultural Integration” What makes this comprehensive workshop so unique?

Effectiveness and well-being

CICB Center of Intercultural Competence and Living Cultures Intercultural Training and Consulting have combined their respective experiences in order to improve integration in the workplace and in daily life, a measure of Corporate Social Responsibility.

We offer two separate workshops, one for the international employee and one for the non-working spouse, both dealing with the core theme of intercultural competence. Although the participants of both workshops have specific needs, the common objective is raising intercultural competence, i.e. improving effectiveness at the intercultural workplace as well as the well-being of the family integrating into Swiss culture.

In separate individualized modules, CICB and Living Cultures guide participants through intercultural theory and practical case studies using tools learned at the workshops. These pragmatic tools are immediately transferable to work and life situations.

Two workshops, one program

When both workshops are offered simultaneously, the program is unique because it promotes a shared understanding for all three stakeholders – employees, their spouses and their companies. All need to recognize the challenges and benefits of working and living internationally so couples can successfully integrate at work and in daily life in Switzerland. The intensity of the workshop is high and has long term effects because couples compare what they have learned and value each other’s perspectives. Upon request, an additional workshop is offered for employees jointly with their spouses in order to enhance the cooperative understanding between the company, employee and spouse.

Goals and objectives of the two workshops:



Employees will learn:

- About the deeper meaning of intercultural communication and how it can be used in a multi-cultural team.
- To interpret case-studies with knowledge, empathy and self-confidence.
- To include intercultural models, theories and a handbook in their practical work.
- To include intercultural competence in daily decision processes.

Time Commitment: 2 full days

Number of Participants: 6-15

The spouses of the employees learn:

- Understanding of integration as a process needing time and concerning different factors (cultural, social, personal, communication)
- Using of knowledge and instruments in order to better understand the other cultures
- Developing an intercultural network
- Identifying the possibilities of personal development and of using intercultural experiences

**Time Commitment: 5 x 2 hours
once a week**

Number of Participants: 6-12



Thomas Baumer founded the CICB Center of Intercultural Competence in May 2000. He has graduated in economics and gained managerial experience during 20 years in international companies.

Besides his activities with CICB he is director at A+O Career Group (assessments, outplacements, coaching and international assignment support) and works as a lecturer at universities and administration schools.

Until 1999 he worked for the Swiss airline as Deputy General Manager, being responsible for economics, marketing, network management, purchase and sales in the Swissair Training Center.

On business-related and private trips he visited over 70 countries so far.

The core competence of CICB Center of Intercultural Competence is assessing and developing intercultural competence of people.

The core competence of Living Cultures Intercultural Training and Consulting is the integration of families, particularly the spouse, in Switzerland.



Mónica Reppas-Schmid founded Living Cultures Intercultural Training and Consulting in 2001. She is a Swiss citizen, and holds primary and secondary teaching degrees, as well as a Masters Degree in Intercultural Relations from Lesley University in New England. Her specialties are cross-cultural training and life adjustment for individuals and families as well as teachers' training in the Swiss and International school community.

Born in La Paz, Bolivia, she has lived, studied and worked in South America, the United States and Europe. Mónica is married to an American and they have three children. She is a co-organizer of IGIK, a network group of intercultural trainers in Switzerland, and has published a book with AGIKO, at the Ethnological Seminar of the University of Zurich.

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