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GET READY, SET, G(R)O(W)!

*Windesheim Intercultural Skills
Explorer*



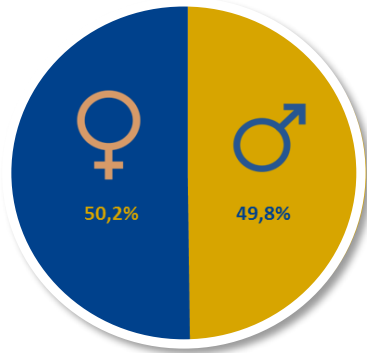
Windesheim



UNIVERSITY OF APPLIED SCIENCES

We Care, We Share, We Dare

Empowering Students



 +25.000 students

 annual admission +7.000 students

 +50 bachelor programmes

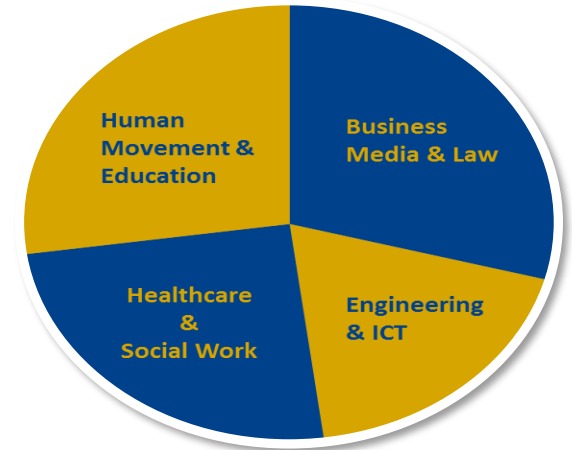
 4 faculties

 2 campuses

 +2.000 staff



state-of-the-art
facilities





International

 +2.500 short term exchanges



+50 nationalities on campus

 +300 outgoing students
+200 incoming students 



student buddy programme



+50 faculty exchanges



+78 %

Overall international student satisfaction



+200 partner universities



30 fully English taught semester programmes

Strategic Plan 2017 - 2022

Our MISSION

Making an active contribution to ...

AN INCLUSIVE AND SUSTAINABLE SOCIETY

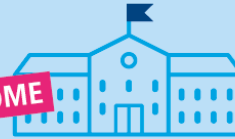


WE CARE

Our SOCIAL RESPONSIBILITY

HIGHER EDUCATION
for every student with potential

WELCOME



no student drops out unnecessarily

Our AMBITIONS

1

Every student develops his/her **OWN LEARNING JOURNEY**



- Personal
- Challenging
- Flexible

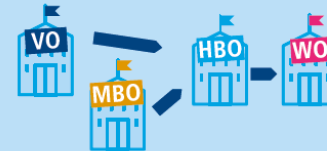
2



Research focusing on an **INCLUSIVE AND SUSTAINABLE SOCIETY**

WE DARE

3

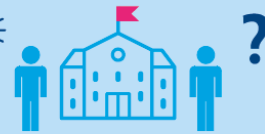


SMOOTHER TRANSFER OF STUDENTS through the education chain

Our CULTURE



We look out for each other and are committed to society.



We have the courage to innovate, to question the status quo and the drive to always make improvements.



We share our knowledge ...



... and focus on collaboration

WE SHARE

What inspired us...

CIMO's globalmindedness survey reported that intercultural development is not an automated response to spending time abroad:

- 1/3 of students showed little to no development
- 1/3 of students did improve in intercultural competence
- 1/3 of students found their stereotypical views reinforced



What we find essential

Connecting to people from other cultures

To develop and maintain good interpersonal relationships with culturally different others.

Performing in an international work environment

Effective completion of task-related goals. Getting the job done. Meeting deadlines, targets

Enjoying the intercultural experience

Good personal adjustment, feeling comfortable and in balance. Feeling fresh and rested enough to consciously attend to others instead of reacting automatically.



Expedition set-up

Cross faculty collaboration

75K for 3 years

Licensing track for 10 trainers

Aimed at approx. 400 participating students on annual basis



What we developed: WISE

1. Pre-departure briefing on culture & safety

2. *IRC + feedback*

3. *Preparatory training: learning journal & action planning*

4. *Assignments on the go*

5. Upon return: welcome back session



IRC?

4 dimensions of cultural competence

Intercultural sensitivity

Intercultural communication

Building commitment

Managing uncertainty

Source: Intercultural Business Improvement



Intercultural sensitivity

1. The degree to which a person takes an active interest in others, their cultural background, needs and perspectives

A cognitive / perceptual competence

Cultural awareness

Attention to signals



Intercultural communication

2. The degree to which a person actively monitors own communicative behaviours

A behavioural competence

Active listening

Adjusting communicative style



Building commitment

3. The degree to which a person actively influences the social environment, concerned with integrating different people and personalities

A behavioural competence

Building relationships

Reconciling stakeholder needs



Managing uncertainty

4. The degree to which a person appreciates the challenges of culturally diverse environments as an opportunity for personal development

An affective / motivational competence

Openness to diversity (cultural complexity)

Exploring new approaches



Students in their first weeks abroad...

‘Everything is chaotic here’

Need for reassurance?

What does it do to the student?

Frustrating? Challenging? Fun?



Preparatory training: action plan

IRC ACTION PLAN

	1	2	3	4	5	6	7	8	9	10
CONNECT
PERFORM
ENJOY



1: On a scale from 1-10

Please rate yourself on

Connecting
Performing
Enjoying

2: Which is your priority?

C, P or E?

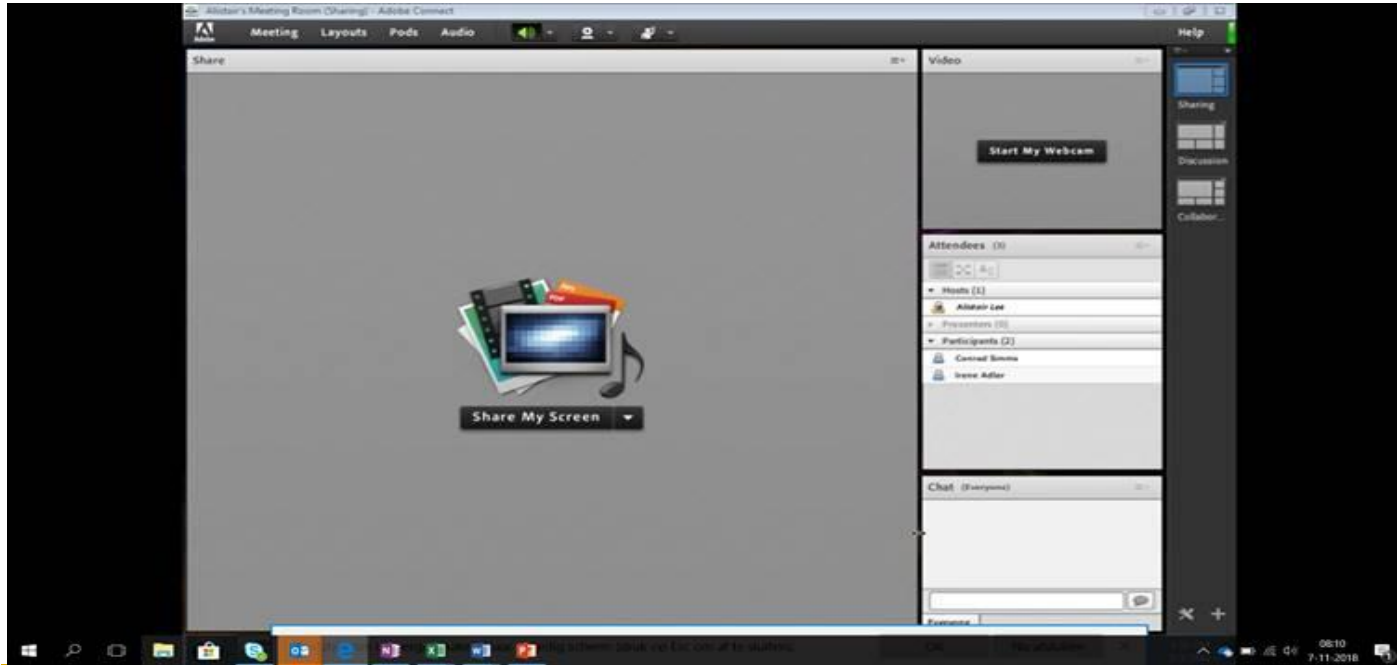
Please select 2 IRC facets you want to focus on as your next step:

3: Exploring with your neighbors

Which other IRC facet do you recommend me to develop?



Assignments on the go & sharing



WISE

Pre-departure briefing on culture & safety

IRC + feedback

Preparatory training: action planning

Assignments on the go

Upon return: welcome back session



Welcome back session

Exchange of experiences and stories, capitalisation on learning outcomes

Key question:

(Related to one of the two facets students chose to focus on during their semester abroad):

What was the most significant change you've experienced in your mastering of intercultural skills?



Future ambitions

- Get the IRC framework and definition of Intercultural competence adopted across all faculties to build a common language, for students and staff
- Implement WISE not only for those who plan to spend semesters abroad, but for students who internationalise @home as well.
- Develop a certificate of Intercultural Competence to be acquired by active participation in internationalisation activities on and off campus and have it recognised as a diploma supplement.



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