

Organization development

While the internationalization of company activity continues, the question always arises whether the established processes and organizational structures can meet the demands of the expanding field of operation.

Intercultural conflict management

Situation:	Personal conflicts, or conflicts regarding the work between individual employees, or groups of workers with an intercultural bias, have escalated so much that a specific intervention is required.
Objective:	Through the better understanding of the other side's point of view, a way is found to solve the conflict and reestablish cooperation.
Setting:	<ol style="list-style-type: none">1. Separate preliminary talks with the conflicting parties if necessary.2. Joint sessions with the objective to<ol style="list-style-type: none">a) clarify the situationb) clarify (especially the intercultural) backgroundc) collect ideas for the resolution of the conflictd) reach an agreement between the conflicting parties.
Link:	Can be integrated exemplarily in the Intercultural Training or the Intercultural Division Development.