

# REPORT

## Work Package -3, Module-1 Training

### On Diversity management in the workplace in the context of HEI at SAL Institute of Technology & Engineering Research in July 2018 (Dissemination Report under CABGIN)

**Name of University/ Institute:** SAL Institute of Technology & Engineering Research

**Type of activity:**

- **Work Package meeting/Training/PMB/ others: Training** – Work Package -3, Module-1 Training on **Diversity management** in the workplace in the context of HEI

**Period of activity:**

- From 03 July 2018 to 06 July 2018
- Group 1 – 3 to 4 July 2018, Group 2 – 5 to 6 July

**Participating Universities:**

- Wroclaw University of Science and Technology, Poland
- SAL Institute of Technology & Engineering Research, India

**Participants:**

- **Role:** trainees from Indian Institutes/ Universities
- **Name and details**

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### Objective of the Program:

- To understand an icebreaker of culture & to raise awareness of both visible and non-visible components of culture.
- Learnt Hofstede's six-dimension model.
- Recognizing culture differences, learn how misunderstandings about cultural rules and ways of communicating can lead to racism and prejudice.
- Understanding cultural shock & strategies to deal with it.
- To recognize elements of communication process & barriers of communication
- To Learn Communication techniques

## **Program Details:**

**Type of Program: : WP3 Training –Module-1, Diversity management in the workplace in the context of HEI**

### **Trainer:**

- Kamila Ludwikowska, Wroclaw University of Science and Technology, Poland

### **Co-Trainer:**

- Manish Patel, Sal Education Campus, India
- Rekha Patel, Sal Education Campus, India
- Ravi Raithatha, Sal Education Campus, India
- Harshit Bhavsar, Sal Education Campus, India
- Umang Modi, Sal Education Campus, India

- **Brief content of Training Program:**

Many topics were discussed & experienced with the help to exercises, activities & hand-on-exercises. some of the topics are Building diversity awareness,

- The culture as an Iceberg
- Recognizing culture differences
- Hofstede's dimensions
- Culture shock
- Communication Process & Barrier
- Recognizing types of communication,
- Effective communication & Diversity management

- **Major Outcomes:**

- visually seen & felt types of people each of us encounter in daily life, after understanding culture, model of culture, aware of both visible & non-visible components of culture.
- Understood the consequences of culture differences for research and teaching practice.
- **Learnt strategies for managing culture shock and enhancing the process of cross-cultural adjustment, barriers of communication**
- Built self-awareness
- Understood & able to **Designing questions to be used during a face-to face communication**

- **Next course of action: Work Package -3, Module-2 Training**

- **Glimpses of the Program:**



**Group Photograph (Group 1)**



**Group Photograph (Group 2)**



**Dr. Kamila with co-trainers & Management team from SAL Education Campus**



**Dr. Kamila conducting session on Getting to know/ warming up**





**Rekha Patel (Co-trainer, SAL Education Campus) conducting activity**



**Manish Patel (Co-trainer, SAL Education Campus) conducting activity**



**Harshit Bhavsar (Co-trainer, SAL Education Campus) conducting activity**





**Ravi Raithatha (Co-trainer, SAL Education Campus) conducting activity**



**Umang Modi (Co-trainer, SAL Education Campus) conducting activity**

- **Co-ordinating Person of the Program:**  
Simple Doshi & Ravi Raithatha  
Sal Technical Campus
- **Report Prepared by**  
Rekha Patel  
Sal Technical Campus