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 CABCIN)

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 2018to 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

Sr	Name	Institute	Email-ID	
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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



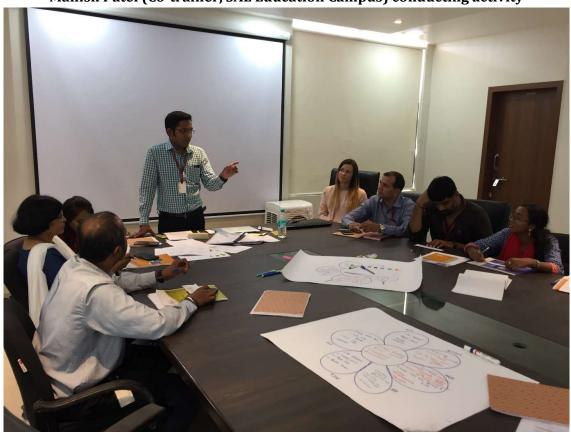




Rekha Patel (Co-trainer, SAL Education Campus) conducting activity



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