

BLENDDED INTENSIVE PROGRAMME

Title: **Intercultural Awareness and Communication in Workplace 3rd Edition**

BIP Coordinator HEI: **Tokat Gaziosmanpaşa University [TR TOKATO1]**

BIP Host HEI: **Sivas Cumhuriyet University [TR SIVAS01]**

BIP Target Group: **Students + Staff (SMS + STT)**

Workload: **3 ECTS for SMS participants**

Certification: **Certificate of Attendance will be issued to all participants (SMS + STT)**

Number of Participants: **15**

OBJECTIVES AND DESCRIPTION

The “Intercultural Awareness and Communication at Workplace” training programme aims to empower staff working in international relations offices at universities across Europe to navigate cultural diversity effectively. Participants will enhance their intercultural competence, learn strategies for effective communication in multicultural settings, and develop tools to foster inclusivity and understanding within their teams and partner networks.

Key objectives include:

1. Enhancing understanding of cultural differences and their impact on workplace communication.
2. Equipping participants with skills to manage conflicts arising from cultural misunderstandings.
3. Promoting inclusive practices to strengthen collaboration in diverse teams.
4. Fostering awareness of cultural biases and strategies to overcome them.

This interactive programme blends theoretical insights with practical tools, ensuring participants can immediately apply their learning in their workplace.

METHODS AND OUTCOMES

Methods:

1. **Workshops:** Facilitated discussions and activities to explore cultural frameworks like Hofstede's dimensions, Hall's cultural contexts, and Trompenaars' model.
2. **Case Studies:** Real-life examples from international university settings to analyze and resolve cultural challenges.
3. **Role-Playing and Simulations:** Experiential learning to practice handling intercultural workplace scenarios.
4. **Group Discussions:** Peer learning through the exchange of best practices and experiences.
5. **Expert Lectures:** Sessions from professionals with expertise in intercultural communication.

Outcomes:

- Increased awareness of cultural diversity and its impact on workplace dynamics.
- Improved communication skills tailored to multicultural environments.
- Practical strategies to manage cultural challenges and foster inclusivity.
- A toolkit of resources and frameworks for intercultural competence.
- Stronger networks among international relations staff across European universities.

FIELD OF EDUCATION

The programme falls under the field of **Social Sciences and Communication**, with a focus on intercultural relations, organizational behavior, and communication studies.

Staff working at the International Relations Offices or in related units are recommended to be prioritized for participation.

Field Of Study: **00 Inter-disciplinary – All**

VIRTUAL COMPONENT DESCRIPTION

The virtual component complements the in-person programme by providing:

- **Pre-Training Module:** Online self-paced learning materials, including videos, suggested readings, and quizzes on intercultural theories and concepts.
- **Virtual Discussion Forum:** An interactive platform for participants to share insights, discuss challenges, and network before and after the training.
- **Post- Webinars:** Live sessions with experts on advanced topics such as virtual intercultural communication and managing cultural biases online.

SCHEDULE

Physical component: **9 – 13 March 2026**

Virtual component:

Pre-Training Module: **2 – 6 March 2026**

Post – Webinars: **23 – 27 March 2026**

PREREQUISITES FOR PARTICIPATION

- Minimum B1 level competence in English
 - Interest in the fields of Intercultural Communication, Inclusion, and Diversity
 - Strong motivation to actively engage in program activities and discussions
 - Willingness to collaborate with participants from diverse cultural and professional backgrounds
 - Availability to attend all scheduled sessions and activities during and after the program

APPLICATIONS

BIP participants must apply for an Erasmus+ KA131 BIP-related grant for staff mobility for training through their home institution. For assistance, please contact the International Relations Office at your home institution.

Nomination by Home Institution:

The home institution nominates its candidate(s) for the BIP program. It is recommended that home institutions conduct an internal call for applications.

Nomination Deadline:

Home institutions must submit their nominations of BIP participants to Sivas Cumhuriyet University erasmus@cumhuriyet.edu.tr by January 30, 2026.

CONTACT INFORMATION

Contact: erasmus@cumhuriyet.edu.tr

Web: <https://erasmus.cumhuriyet.edu.tr>

BIP Call: <https://erasmus.cumhuriyet.edu.tr/bip-incoming-3/>