



## Mimi – mind changer

# The most important trip in life is meeting people half way

This mind changer activity shall help interest in and reflect upon the different aspects of diversity and see also how HR managers / company owners may understand the situation in their life and work. It shall be an initiator to rethink any discrimination.

Mind changer implementation and follow-up – For VET providers

### Step 01

#### Prepare

Introduction to the concept of intercultural negotiation using the Lewis's model on Cultural Types.

### Step 02

#### Implement

Divide the participants into groups of 2 people. One person plays the role of a migrant employee who wants to negotiate (e.g, a salary raise), and the other is the HR Manager that has to accept or refuse the request.

### Step 03

#### Develop

The participants role-playing as the HR Managers have to take into account the processes and procedures according to their country but also the employee's culture before reaching a decision.

### Step 04

#### Follow-up

Theoretical input is provided by the trainer and further discussion is encouraged.

## Recommendations, Tips & Hints

The trainer can find the Lewis's model at <https://www.crossculture.com/the-lewis-model-dimensions-of-behaviour/>

Keep in mind the different cultural attitudes and behaviours.

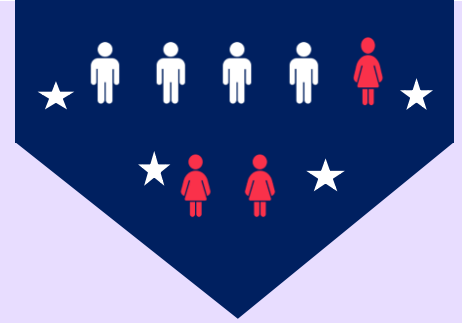
What role does status play in the negotiation process?

## Classroom resources

Chairs

## Duration

30' – 45' (It may vary depending on the participants' engagement level)

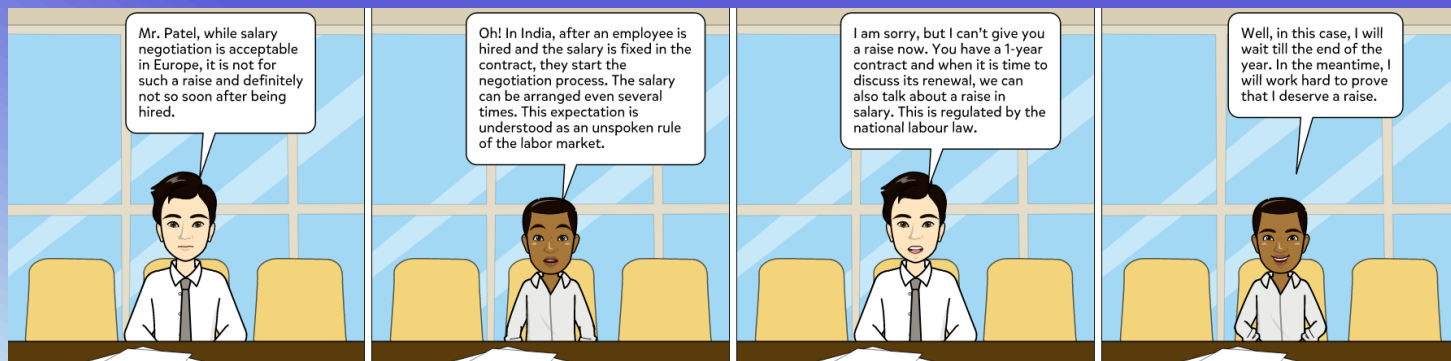


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Picture this:

You just have hired an employee from India and on the initial stage of negotiations you both agreed upon a salary of the amount of 800€ (gross salary). Later the employee started bargaining and asking you for a raise of 35% of the initially arranged salary. Look into the story below.



### About the tool

The tool gives the outlook of a possible situation that could occur in the multicultural workplace and is supposed to embark on discussion of how to handle such situations.

### Food for thoughts

Let's reflect – how should you address such an issue?

Take notes & discuss with peers

### Key words

multicultural environment, negotiation style, bargaining, salary raise

### Further material

- [Cultural Differences in Negotiations and Conflicts](#)
- [Cultural Differences and Crisis Negotiations: An Experimental Investigation](#)
- [The Hidden Challenge of Cross-Border Negotiations](#)