

## IACCM-IÉSEG 2019 Pre-Congress Workshop:

### Gamification for Intercultural Intelligence Training.

Exploring game mechanics, playing sample games, creating new games.

**Facilitators:** Maria Todosiychuk, Grazia Ghellini, George Simons (bios below)

**Duration:** 31 October 2019, 1 full day from 9.00 – 18.30.

**Keywords:** edutainment, gamification, creativity, intercultural games, intercultural intelligence

**Abstract** This workshop invites the conference participants to learn the way gamification can be used as a learning tool in intercultural training, which is a trendy way to ride successfully the waves of today's VUCA world. After the success of their pre-congress gamification workshop within the SIETAR Europe Congress 2019 in Leuven, Belgium, Maria Todosiychuk, Grazia Ghellini and George Simons have decided to join their forces once again and offer an even more intensive program to the IACCM-IÉSEG 2019 audience. The objectives of this workshop are:

- to illustrate the types of cross-cultural issues that may be solved by using games in training;
- to explore game mechanics that can be used to create games for intercultural training purposes
- to play some of the authors' games
- to create new games under the guidance of the professionals

This 100%-interactive and practical workshop provides unique content based on the presenters' experience of designing and using games specifically in training intercultural competence. Along with the participants' sharing their own experience in developing and using games, it will create an unprecedented synergetic effect that has never happened before and will never be the same if repeated.

**PRICE PER PERSON – 50€ (2 coffee breaks included)**

## Workshop Outline

**Part 1. All you need to know about creating games** (1 hour). A theoretical and practical introduction to intercultural gamification with George Simons around the following topics:

- Why games succeed
- Interpersonal, people dynamics, the affective domain
- Learning from a neuroscientific perspective
- Social structuring

Kinds of games:

- Games vs. Simulations
- Infinite vs zero sum
- Commercial gaming
- Serious social gaming
- Educational simulation
- Debriefing a game
- Culture and gaming: whether & how people play games

**Part 2. Let's play** (5,5 hours). Playing and demonstrating games designed by Maria Todosiychuk and Grazia Ghellini:

- 1) **"Culture Shock"** – enhances cross-cultural sensitivity, makes trainees feel the way it feels when one negotiates with a person from a different culture without taking their mentality into account.
- 2) **"Cross-cultural poker face"** – teaches to read and correctly interpret non-verbal reactions that differ across cultures.
- 3) **"Your Nobleness"** – teaches to show respect to the extents relevant to certain statuses for communications with hierarchical cultures where it is crucial to show respect to status.
- 4) **"Mantle of emotions"** – teaches to read and interpret emotions.
- 5) **"Save your face"** – develops the understanding of the Chinese culture and teaches to adapt your negotiation style for reaching mutual understanding with a Chinese business partner.
- 6) **"Cross-Cultural Consciousness Cubes"** – trains to consciously adapt a message to worlds' different cultural mentalities.
- 7) **"Creative speed dating"** – a cross-cultural icebreaker for building bridges in a diverse community
- 8) **"Ideal intercultural leader"** – a metaphor card game
- 9) **"New Anchors"** – a game for creating bridges and enhance understanding in a diverse group
- 10) **"Agile VUCA intercultural leader"** – a creative activity to explore various views on leadership as it is and as it is supposed to be
- 11) **"Saying NO Across Cultures"** – a game born in a collaboration session at the George Simons' workshop in Leuven

*Note: The final list of games to play will depend on the number of participants. Some of the games will be played, some demonstrated.*

**Part 3. Creating a synergetic effect** (30 minutes). A session of the participants sharing their games and game mechanics they use.

**Part 4. Now it's your turn to create a new game!** (1 hour). Facilitated by George Simons: A time to create your own game working with what you have learned both today and in the past about effective intercultural gaming. You will be encouraged to connect with a partner or small group with a similar interest to brainstorm and design a gaming intervention that would be useful for you and others to meet the learning and experience objectives that you seek in your work. You may also explore the creation of diversophy type materials.

## Gamification for Intercultural Intelligence Training Team

### George Simons, DMin

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Having visited and worked as a consultant, trainer and coach in over 60 countries and lived in four, George is now settled in Mediterranean France. Managing a short handful of languages, he has served on various boards of SIETAR and currently manages its large European [LinkedIn](#) group on cultural competence. His published works include a number of intercultural books, five books of poetry and countless articles and reviews as well as co-authorship of eight [Cultural Detective](#)® tools.



### Maria Todosiychuk

Intercultural Intelligence Trainer and Game Designer

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Maria is an international trainer and consultant on business communications with foreigners based in Moscow, and a developer of intercultural intelligence games and exercises. She has served as guest trainer and for intercultural projects of the Russian Presidential Academy of Public Administration and Management, Moscow State Institute of International Relations Business School, Peoples' Friendship University of Russia, Moscow Export Center, Ural-Siberian Institute of Business, MBA Center at the Ural Federal University Business School and the Department of International Educational Projects of the Ural Federal University. Maria is a SIETAR Russia member, Richard Lewis Communications Licensed Partner, author of numerous articles on intercultural competence. She has been designing intercultural intelligence games since 2010. The most popular ones are "Culture Shock", "Save Face", Cross-Cultural Poker Face".



**Grazia Ghellini, PhD**

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A free-lance trainer and Instructor in Intercultural Communication, Intercultural Management, Diversity Management and International Business, Grazia helps professionals, international students, and teachers to work effectively across cultures.

She currently teaches Intercultural Communication and Leadership at ICEE, Paris, Business Ethics at Montpellier Business School and International Business at the University of Minnesota Abroad branch in Montpellier. She is also in charge of organising and teaching Teaching Across Cultures and Interactive Pedagogy workshops for University staff at the University of Montpellier. A certified Cultural Detective® facilitator, she favors the use of participative teaching methods and entertaining teaching tools and is co-author and translator of the New Anchors/Nouveaux Repères Diversophy game.



Intercultural Gamification Workshop at the SIETAR Congress 2019 in Leuven, Belgium