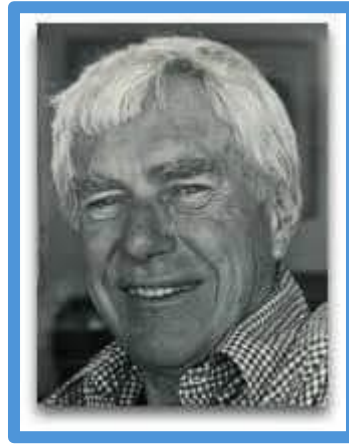




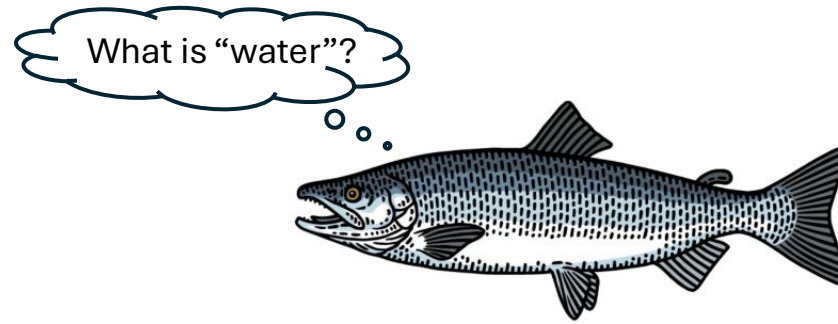
Hi, I'm Chris Poole.
I would love to deliver some
“Cultural Orientation Training”
to you and your team.
Read the next 15 pages for the details of
this great idea.



In the 1950s an American anthropologist Edward T Hall working in post war Japan formed the view that the training given to the American Foreign Service personnel was wasted effort.

It generally failed to help people work with non-Americans.
It left everyone involved unsure as to the causes of failure.

This was because people had not properly grasped how unconscious and irresistible was the influence of “Culture”



Culture influences people in ways of which the people are not aware.

And the outcomes are different according to the particular culture.

So people from different cultures are poorly equipped to explain themselves, or understand others, let alone work together to achieve complicated goals.

Culture is all the things that operate on us without us knowing why.

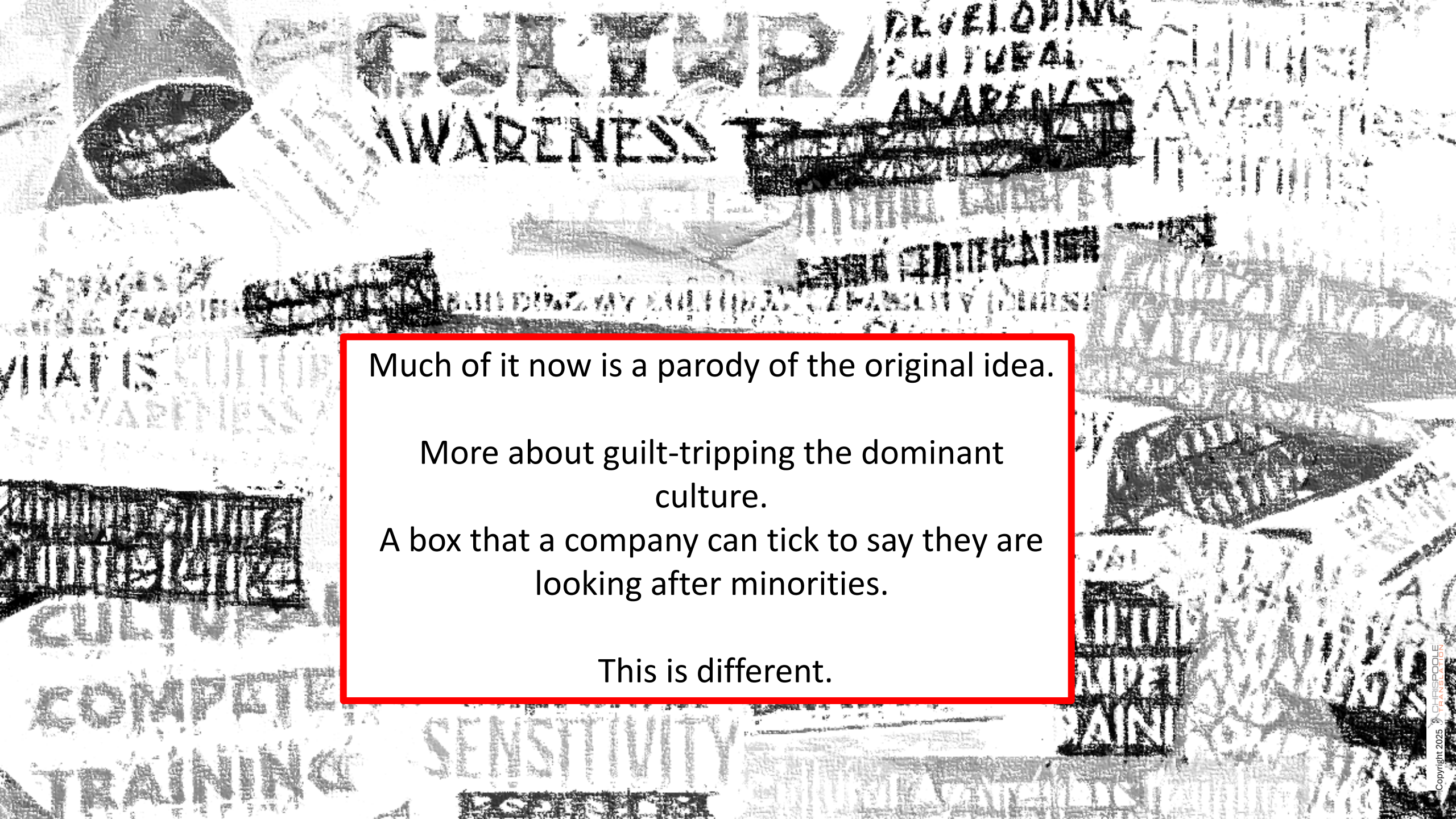
Hall is now known as the father of training for cross-cultural communication



It is an oxymoron to propose a training course,
full of theory,
underpinning knowledge,
aiming at skills,
resulting in successful interactions with people from
another culture,
all of which the trainee will be *aware of* ...

...when we are talking about something so powerful
precisely because we are *not* aware of it in daily life.

But that hasn't stopped an entire industry piling up over the last 30 years promising to make organisations and the people in them culturally “aware”, “oriented”, “competent”, “sensitive”, “responsive” and “fluent”.



Much of it now is a parody of the original idea.

More about guilt-tripping the dominant culture.

A box that a company can tick to say they are looking after minorities.

This is different.

XENOMORA

C U L T U R A L T R A I N I N G

“Xenomora” is the name of this training course. I made it up.
It is based vaguely on the Latin for “foreign behaviours”.

The Xenomora Training Courses are for people who are trying
to achieve something that requires the participation of
stakeholders raised in other cultural contexts.

Their, and your, input and cooperation is critical.
But there will always be culturally determined expectations,
values and behaviours that can lead to misunderstandings
that may cost, if not derail, the project.

XENOMORA

C U L T U R A L T R A I N I N G

You can't be them and they can't be you.
But this training will give you a glimpse of what
it feels like to come up hard against the
limitations of your own culture.

These same drivers, values and unexamined
habits are blocking them too.

XENOMORA

C U L T U R A L T R A I N I N G

The Xenomora Course aims for small scale breakthroughs:

Well-defined parts of your workflow or project, that are done differently depending on the culture, and which are the product of a culture foreign to you.

XENOMORA

C U L T U R A L T R A I N I N G

Together we will map them, and plan
your approach and response.
Not just to where you know how to run
a meeting or hand over your name card,
but to where you are emotionally
engaged in these plans,
so you feel the wins and losses.
So you don't forget.

XENOMORA

C U L T U R A L T R A I N I N G

We identify where you may fail; the practical effect such failure would have on the project, and then make sure it doesn't happen.

XENOMORA

C U L T U R A L T R A I N I N G

The Xenomora Cultural Training Course comes in three variations:

Variation 1

Two hours online.

- Must dos, must not dos, when visiting the countries or hosting the representatives of a different culture

XENOMORA

C U L T U R A L T R A I N I N G

Variation 2

Four hours, face-to-face

- Self introductions, sharing stories of cultural shocks – learning – breakthroughs.
- Run through organisation
- Set goals
- Theory – history, geography
- Must dos, must not dos, when visiting the countries or hosting the representatives of a different culture

XENOMORA

C U L T U R A L T R A I N I N G

Variation 3

Initial offline survey:

- On your own organisational structure

- Definitions of roles

- Definitions of success and failures

- How values are propagated and networks formed

Online or FtF workshop to discuss results of survey

FtF session Four hours

- Self-introductions and sharing stories of experience negotiating cultures other than your own. Possibly donuts.

- Mapping timeline and target organisation for actual project

- Nominating specific goals that may be jeopardised by cultural factors

- Identifying the specific points where failure might occur and re-examining these in the light of the cultural, political and psychological background of the other people.

- Theory – geography, history

- Must dos, must not dos, when visiting the countries or hosting the representatives of a different culture

Follow up. We track your success, failures and share either online or FtF for maximum social impact

XENOMORA

CULTURAL TRAINING

I will prepare a costed proposal after an initial discussion

Call me: 0412 287 487

Email me: desk@poolettranslation.com.au

These people did:

GRIFFITH—HACK

Allens

H HONDA

Stonehenge™

Ford

TOSHIBA

commercial eyes
pty ltd

COX

nintex