

INTEGRATING CHANGE

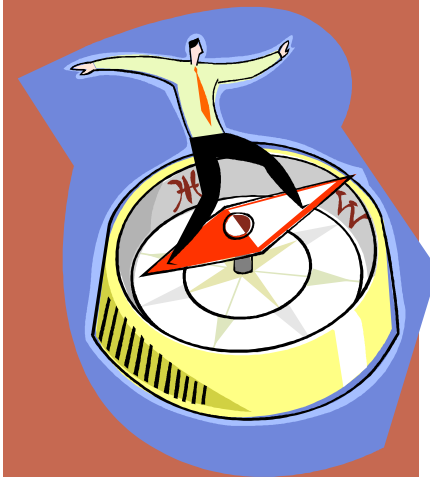
PUTTING THE PIECES TOGETHER TO HELP MKs/TCKs THRIVE

Plenary 5 – Ruth E. Van Reken

Euro TCK

April 28, 2013

Friolzheim, Germany



OVERVIEW

- Where we've been
- Where we are
- Where we need to go



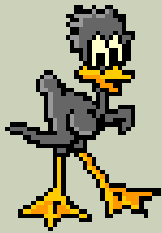
WHERE WE'VE BEEN

- Trying to figure our story out
- Conceptually, working to make things better for MKs/TCKs
- Now, how to use our story well in a globalizing world
- For me, I initially thought the horse had left the barn
- Today's MKs/TCKs and those who work with them, are on the precipice of an entirely new "other"

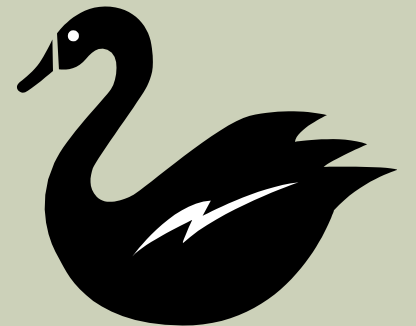
WHERE WE ARE
ANNOUNCING!!

**Phase Two
of TCK
“movement”**

IN OUR CHANGING WORLD...



**The Ugly Duckling
has become a swan!**



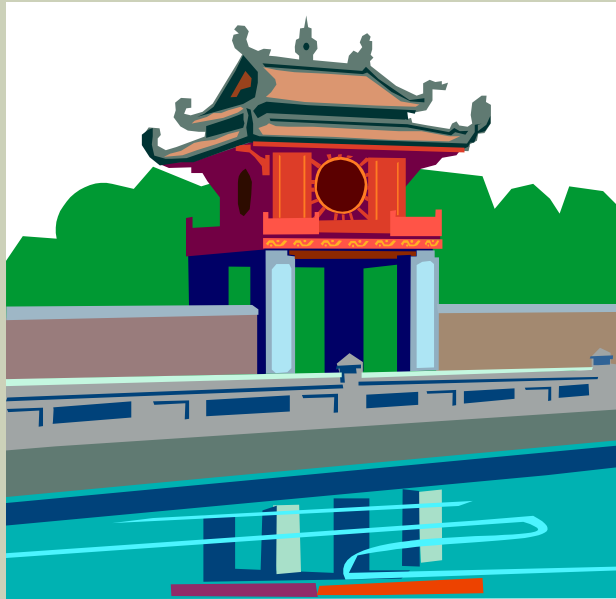
HOW DO WE PUT IT ALL TOGETHER?

■ TCK Phase Two

- How do we use these lessons and skill sets?
- How do we help MKs/TCKs:
 - To recognize their gifts for a globalizing world
 - To value the way God made them
 - To realize their experiences are part of that shaping
- How do we continue sharing what we have learned in other places?
Where else do we need to share?



INTENTIONALLY WORK ON DEVELOPING PRACTICAL/MARKETABLE GIFTS



■ **Language acquisition**

- Can be interpreters, travel easily, etc.

■ **Enjoyment of diversity**

- Can be cultural bridges/negotiators

DEVELOP THE PRACTICAL/MARKETABLE VALUES OF THE GIFTS.

- **Broad world view/ 3-D view of the world**

- Political commentators
- Writers
- Foreign service



DEVELOP THE PRACTICAL/MARKETABLE VALUES OF THE GIFTS

- **Understanding TCK/transition experience**

- Effective counselors in today's globalizing world
- Going into social sciences to help develop “new normals” for this time in history



HOW DO WE PUT IT ALL TOGETHER FOR OUR MKS/TCKS?

Learn how to put it in their resume..

(SEE FULL HANDOUT ON UPS DRIVE)

HINTS FOR TCK'S IN THE WORKPLACE

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- **Recognize you bring added value**
 - "global literacy is the new leadership competence required for business success."
 - To be globally literate means seeing, thinking, acting and mobilizing in culturally minded ways."
- (From *"Global Literacies"*)



HINTS FOR TCK'S IN THE WORKPLACE

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- **Two key predictors of success in the global marketplace**
 - **Leadership development** across all levels of the company
 - **Valuing multicultural experiences/competencies.**
 - the ability to value and leverage cultural differences is one of the top global literacies.
- **A VP of Human Resources for an oil company, says he always gives a second look to someone who has overseas experience...**



HINTS FOR TCK'S IN THE WORKPLACE

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- **Identify your global experience and knowledge**
 - Recall an example of a situation in which your TCK experience brought added value and share
 - Get personal – DEMONSTRATE your added value.
 - Let it be known that you have lived overseas and therefore have an “ear” for differences in language.



HINTS FOR TCK'S IN THE WORKPLACE

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- Learn “language” for what you experientially know

- Become familiar with some key intercultural phrases that are explaining what TCKs know by life experience – here are just a few)

- - Direct and Indirect Communication

- - Hierarchy:

- - Task Orientation or People Orientation:

- - Collectivist and Individualistic:

- - Task Orientation or People Orientation

- - Losing Face –



HINTS FOR TCK'S IN THE WORKPLACE

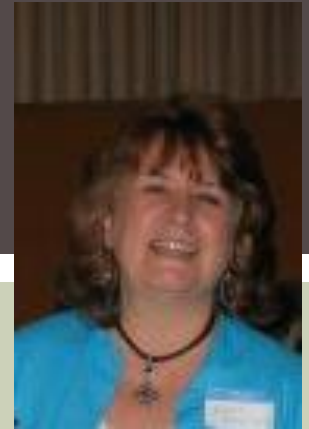
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- **Learn to “market” yourself as a multiculturalist who brings additional value**
 - **Revise your resume** with a section called “unique perspective” in which you highlight your cross cultural experience, citing specific examples when possible.
 - **Speak up** when you observe a situation which might be cultural-driven, when others are observing it from a different perspective,



TCK RESUME WRITING

NANCY ACKLEY RUTH'S EXAMPLE

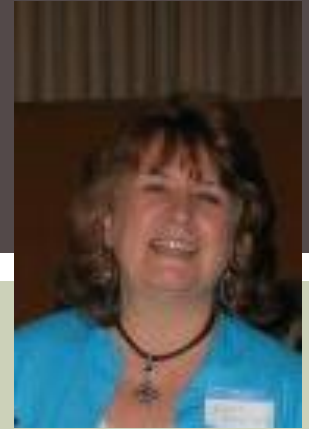


■ UNIQUE PERSPECTIVE:

- Educationally: A degree combining counseling skills with the business segment of Human Resources Management, results in an effective, business savvy leader and architect for continuous improvement in various environments.

TCK RESUME WRITING

NANCY ACKLEY RUTH'S EXAMPLE



■ UNIQUE PERSPECTIVE:

- Experientially: Growing up as an American overseas, I understand in an experiential manner the subtle cultural differences amongst the various people of today's workforce, bringing added value in today's multi-cultural workplace. *During the interview I am prepared with life examples which demonstrate this ability.*

TCK RESUME WRITING

NANCY ACKLEY RUTH'S EXAMPLE



■ SKILLS, KNOWLEDGE and ABILITIES:

- Ability to effectively interact with people from a variety of cultures...
- Committed to helping everyone...
- Highly developed adaptability skills, as evidenced by successfully living overseas, requiring adaptability and creative skills to function effectively in an adopted culture.

OTHERS WHO NEED TO KNOW WHAT YOU KNOW AND DO

- **Parents**
 - Parent Teacher Association meetings
- **Educators**
 - Professional Development Days
- **Counselors**
 - Seminars
- **Human resource directors**
- **Other sectors in Europe?**
- **Fellow Expats?**
- **Those researching other CCK communities?**

Sample Slides of what I use for other conferences

WHAT HAPPENS IF EDUCATORS DON'T RECOGNIZE THESE OFTEN HIDDEN CROSS- CULTURAL EXPERIENCES AMONG STUDENTS?

Jambo

- Difficulties with language may be overlooked
- Lack of help for homework
 - Parents may not share assumed knowledge
- Parental interactions misunderstood
 - Different expectations of how parents and teachers relate
- Children can be shamed/accused of bragging
- Learning disabilities missed or misdiagnosed

Sanu!

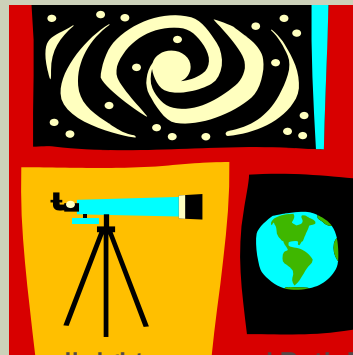
Hola!

Wealth of what child knows lost to classroom

Misunderstand common reactions of loss from
transition/identity

WHAT HAPPENS WHEN HIDDEN DIVERSITY OR LOSS IS RECOGNIZED?

- Students are affirmed
- Teachers can tap previously unrecognized resources
- The student's potential within is released!



(FOR STUDENT ASSEMBLIES)

FIRST QUESTION...

- Who/what are we talking about?



YOU KNOW YOU'VE GROWN UP CROSS-CULTURALLY IF...

- You flew before you could walk.
- You have friends in many countries and continents.
- Some of your best friends live thousands of miles away.



YOU KNOW YOU'VE GROWN UP CROSS-CULTURALLY IF...

- You watch an English language movie and read the foreign language subtitles.



- You watch a “foreign” language movie and ignore the English subtitles.



YOU KNOW YOU'VE GROWN UP CROSS-CULTURALLY IF...

- You have stopped in the middle of a conversation to find the translation of a word you want to use.



- If you communicate in different languages on Facebook



YOU KNOW YOU'VE GROWN UP CROSS-CULTURALLY IF...

- You pause when people ask, “Where are you from?”



YOUR ANSWER

Germany

Um, er, well, uh...

Venezuela

America

Korea

Canada

lot's of places

Liberia

South America

Well, I was born in...

YOU KNOW YOU'VE GROWN UP CROSS-CULTURALLY IF...

- The phrase, “going home,” means one thing to your parents, and a different thing to you.



WHAT YOU'VE GAINED HERE
WHERE WE'RE GOING

Share your thoughts

THROUGH ALL OUR CHANGES REMEMBER OUR HOPE IS IN **The One Who Is Unchanging**

- Every good and perfect gift is from above, coming down from the Father of the heavenly lights, who **does not change** like shifting shadows (James 1:17)
- Jesus Christ is the same yesterday and today and forever.(Hebrews 13:8)
- For I am the Lord, I **change** not; therefore ye sons of Jacob are not consumed. (Malachi 3:6)



MY PERSONAL CONCLUSION...



■ To quote Garth Brooks...

■ “I could have missed the pain, but I’d ‘a had to miss...the DANCE!”

■ Garth Brooks, “The Dance”



**THANKS FOR
ALL YOU HAVE
DONE AND WILL DO**

ENJOY THE JOURNEY!