

Problems as Chances

- bad school results at migrant youth (PISA)
- lack of intercultural qualified personnel in companies



Conditions of Success of Migrant Youth in School (Results of Research in Berlin Europe Schools)

Language-oriented Hypothesis: Individuals can't follow the lesson, if/because they don't adequately know its language.

Tie and Tool

Culture-oriented Hypothesis: Individuals can't follow the lesson, if/because their search for identity doesn't find a point to refer in it.



Conditions of Success of Delegation of Employees abroad (Results of Research in a big German Company)

1. Preparation for the Stay abroad
 - longer lasting study of the country, language, culture (short-range workshops cause only few)
 - previous intercultural experiences
2. Motives for the Stay abroad
 - fascinated by the country, language, culture
 - identification with the country (or parts of its culture)
3. Personality of the delegated Employee
 - open for that what will come
4. Framework Conditions
 - support by the delegating company
 - social support on the spot (by people of the own country/culture)

