

The Art Of Crossing Cultures

You've gotten used to managing a diverse workforce. You deal with vendors across the globe. You see people as people, whether they're Chinese, Indian, Mexican, or American. You know the basic protocols to follow and the taboos to avoid. Still, when you arrive in another country or sit down to negotiate with someone from a different culture, you feel anxious and awkward, and often wind up saying or doing something wrong. You're not alone. Seventy percent of international ventures fail because of cultural differences. Do you need to speak multiple languages and have a Ph.D. in international relations to succeed in these global times? The reassuring reality is that you don't need to master all the norms and nuances of the myriad of cultures you encounter. What you need is CQ. That's short for Cultural Intelligence, a new set of skills and sensitivities that picks up where EQ leaves off. Leading with Cultural Intelligence is a groundbreaking guide to developing the repertoire and perspective to lead across a wide range of cultures--effectively, respectfully, and confidently. A global leadership consultant, David Livermore presents a proven model for success in any unfamiliar cultural context. It's easy to grasp and follow, yet radically different from simplistic approaches that focus on mimicking other cultures'

gestures and phrases. Rooted in rigorous research spanning 25 countries, the CQ way of relating to and inspiring people from different national, ethnic, and organizational cultures is an ongoing cycle. You'll learn how to lead cross-culturally--and continually grow in proficiency and comfort--by applying a process with four key components: Drive. What's your motivation for this cross-cultural assignment? How can you increase your confidence level? Knowledge. What specific cultural systems, issues, and values do you need to understand? Strategy. What information do you need to map out a successful cross-cultural plan? What assumptions do you need to check? Action. What communication style and behaviors should you adapt for this intercultural interaction? At every step, you'll find helpful summaries and best practices. You'll also gain valuable insights into common situations, from eating unfamiliar local delicacies to apologizing, through the stories of frequent cross-cultural travelers. With *Leading with Cultural Intelligence* as your trusted compass, you'll be able to thrive in the global business climate and handle multi-cultural hurdles in your own backyard. By raising your CQ, you'll also contribute to the greater good of equal humanity for all. David Livermore, Ph.D., is Executive Director of the Global Learning Center in Grand Rapids, Michigan. In addition, he is a Senior Research Consultant with the Cultural Intelligence

Center in East Lansing, Michigan, and a Visiting Research Fellow at Nanyang Technological University in Singapore. He has done consulting and training with leaders in 75 countries across the Americas, Africa, Asia, Australia, and Europe. Visit www.davidlivermore.com

CROSSING CULTURAL BORDERS UNIVERSALS IN ART AND THEIR BIOLOGICAL ROOTS is a book written for art lovers. It describes how artists from prehistoric to modern times have exploited brain systems that evolved for survival to create art that viewers around the world admire today. This neuroesthetic approach to art offers new insights into several universal aspects of art and suggests new solutions to old puzzles, for example: Why is balance around the center pleasing? How do viewers recognize movement, emotional states and intentions in persons depicted in art? Why is 'variety in unity' (diversity of colors and forms organized in patterns) a universal principle in decorative art? How do artists use their visual memory and mental imagery in creating art? This book includes 52 works of art from cultures around the world and from prehistoric to modern times.

How diverse are your friendships? In a time when cultural divides are expanding, we can learn to see every human from God's perspective instead of through the lenses of prejudice and bias. Through vivid stories from several countries, MelindaJoy

Mingo models reaching across cultures, showing the beauty of diverse friendships.

Figuring Foreigners Out will aid in creating an effective system for preparing and dealing with cultural differences.

From the author of *Why Travel Matters*, the third edition of the essential book to bridge cultures and countries. Adjusting to a new culture and getting along with the local people challenge everyone who lives and works abroad. Whether in business, diplomacy, education, or as a long-term visitor abroad, anyone can be blind-sided by a lack of international knowledge and experience and be caught at a disadvantage. In this completely revised and expanded edition of the classic *The Art of Crossing Cultures*, Craig Storti shows what it takes to encounter a new culture head-on and succeed. This one-of-a-kind guidebook to bridging the cultural divide - with more than 50,000 copies sold worldwide - incorporates a stellar sampling of the writings of some of the world's greatest writers, poets and observers of the human condition. Through the vivid perceptions and words of such literary legends as Noel Coward, Graham Greene, Rudyard Kipling, E. M. Forster, Mark Twain, Evelyn Waugh, and others, Storti paints an intimate portrait of the personal challenges of adjusting to another culture: anticipating differences, managing the temptation to withdraw, and gradually adjusting expectations of

behavior to fit reality. This timely new edition focuses special attention on how to deal with country and culture shock and includes many new examples of cross-cultural misunderstandings - particularly in business. Storti breaks new ground with his easy-to-understand model of cultural adjustment and tips on how to master the process and develop adaptive strategies - the heart of the cross-cultural experience.

Transform the reentry experience from a struggle to an art. Expecting that the home will be the way it was when you left? Are you instead shocked to discover that both you and home have changed? The Art of Coming Home offers the solid advice you need to reduce the stress of making the transition home.

Leave-taking, the honeymoon stage, reverse culture shock, and eventual readjustment - The Art of Coming Home lays out the four stages of the reentry process and details practical strategies for dealing with the challenges you will face each step of the way. Veteran trainer, consultant, and world adventurer Craig Storti sketches the workplace challenges faced by returning business executives as well as the reentry issues of spouses, younger children, and teenagers. He also addresses in detail the special issues faced by exchange students, international volunteers, military personnel and their families, and missionaries and their children.

Whether you are a recent returnee or are just now

thinking of moving abroad, *The Art of Coming Home* sets itself apart as it brings the process of returning home right to the heart of the overseas experience. Anna Lillios's 'Crossing the Creek' examines the productive and complex relationship between these two major figures. Is there truth to the story that Hurston offered to work as Rawlings's maid? Why did Rawlings host a tea for Hurston in St Augustine? Lillios examines these questions and many others. An international business expert helps you understand and navigate cultural differences in this insightful and practical guide, perfect for both your work and personal life. Americans precede anything negative with three nice comments; French, Dutch, Israelis, and Germans get straight to the point; Latin Americans and Asians are steeped in hierarchy; Scandinavians think the best boss is just one of the crowd. It's no surprise that when they try and talk to each other, chaos breaks out. In *The Culture Map*, INSEAD professor Erin Meyer is your guide through this subtle, sometimes treacherous terrain in which people from starkly different backgrounds are expected to work harmoniously together. She provides a field-tested model for decoding how cultural differences impact international business, and combines a smart analytical framework with practical, actionable advice.

The studies in this volume reveal the personal complexities and ambiguities of crossing borders

and boundaries, with a focus on modern East Asia. The authors transcend geography-bound border and migration studies by moving beyond the barriers of national borders.

Crossing Cultures provides a bold and refreshing new resource for teachers and trainers with proven methods for developing coping strategies and problem-solving skills in the cross-cultural arena. A comprehensive study structured to provide a framework for teaching; each chapter contains a teaching module, highlighting the potential difficulties, dialogues and variations in cross-cultural teaching. Ideal for those teaching Business across borders, this is a uniquely practical guide that features contributions from the leading lights of the field.

"Storti's cultural observations about India are spot on." - Ranjini Manian, CEO, Global Adjustments and author of *Doing Business in India for Dummies*

Westerners and Indians are working more closely together and in greater numbers than ever before. The opportunities are vast, but so is the cultural divide. Misunderstandings and frustration due to cultural differences wreak havoc on success. In this revised edition of *Speaking of India*, author and intercultural communications expert Craig Storti attempts to ease the frustration, and bring cultural understanding in business and life. With a new foreword by Ranjini Manian, author of *Doing*

Business in India for Dummies, the book also features new content on managing remotely, and the results of a five-year cultural survey. With more than a dozen years of experience working between the two cultures, Storti has identified key cultural flashpoints and the result is a powerful series of Best Practices, which is the basis of Speaking of India. Thrive in the multicultural communities where you work and live People, money, and information are flowing faster than ever across international borders, putting us all just one step away from a culture crash—that moment when you unintentionally confuse, frustrate, or offend someone from another culture. Are you struggling with trying to learn the customs, nuances, and hot buttons of every culture you might come into contact with? Michael Landers guides you toward a better solution: becoming aware of your own cultural “baggage.” You'll learn to sidestep the knee-jerk reactions that can get you into trouble and develop the agility to adjust your behaviors and expectations as needed. Through a mix of entertaining and instructive stories, valuable insights, and eye-opening self-assessments, Culture Crossing offers an essential primer for improving all your interactions with people from any background. “Full of colorful anecdotes...tells us a lot about the French but even more about ourselves.”—Los Angeles Times This is an intriguing and thoughtful analysis of the many ways French and

Americans—and indeed any members of different cultures—can misinterpret each other, even when ostensibly speaking the same language. Cultural misunderstandings, Raymonde Carroll points out, can arise even where we least expect them: in our closest relationships. With revealing vignettes and perceptive observations, she brings to light some fundamental differences in French and American presuppositions about love, friendship, and raising children, as well as such everyday activities as using the telephone or asking for information. “An entertaining, informative book...often witty...a vital source for learning how to establish amity not only between the U.S. and France but among all the world’s nations.”—Publishers Weekly

The Routledge Advanced Chinese Multimedia Course: Crossing Cultural Boundaries is an innovative multimedia course for advanced students of Chinese. Written by a team of highly experienced instructors, the book offers advanced learners the opportunity to consolidate their knowledge of Chinese through a wide range of activities designed to build up both excellent language skills and cultural literacy. Divided into four thematic units covering popular culture, social change, cultural traditions, and politics and history, with each unit presenting three individual lessons, the volume provides students with a structured course which efficiently supports the transition from an intermediate to an

advanced level. The many different texts featured throughout the lessons present interesting and accurate information about contemporary China and introduce students to useful vocabulary, speech patterns, and idiosyncratic language usage. Key features include Lively and detailed discussions of grammatical points and sentence patterns Engaging exercises for developing grammatical concepts and insight into the character writing system Systematic review of earlier material to ensure consolidation of learning Coverage of diverse and culturally relevant topics such as online dating, changing views of marriage, food culture, Confucianism and democracy in China. Extensive cultural and historical notes providing background to the subjects presented Complementary CDs to enhance listening skills.

Free companion website

(<http://duke.edu/web/chinesesoc/>) offering a wealth of video content forming the basis of many of the listening activities linked to topics within the book. Extensively revised and updated throughout, this new edition includes new material and activities on synonyms and substantial improvements to the "composition", "Focus on characters" and "Language practicum" sections. The improved Instructor's Resource Manual, which includes activity tips, additional exercises, answer keys and the traditional character texts, is available at <http://www.routledge.com/books/details/9780415841337/>

New scholarship on a world-caliber museum collection of Aboriginal Australian art

On a journey from NYC to mountainside Japan, the reader will first experience Iran and Afghanistan. Serendipitous encounters with famous people add color to this unusual story. Interactions with everyday folk, shared experiences of love, hope and tragedy, highlight our interconnectedness and humanity.

Incorporates over a decade of new research and material on coping with the causes and consequences that instigate culture shock, this can occur when a person is transported from a familiar to an alien culture. Introducing the concept of cultural humility, this guide offers a new perspective to the field of art therapy practice and theory. It explores cultural humility in art therapy research and assessment, clinical and community-based practice, social justice, self-care and pedagogy. The notion of cultural humility addresses the power differential and encourages individuals and institutions to examine privilege within social constructs. It emphasizes self-reflection and the ability of knowing one's self in order to allow the art therapist to appropriately interact with their client, whilst being mindful of their own bias, assumptions and beliefs. Each chapter ends with a reflective exercise. Offering practical guidance to this increasingly recognised concept, Cultural Humility in Art Therapy is essential to those wanting to move toward an unbiased social justice.

The global village has arrived. Recent census figures show that communities in the United States are more

culturally and ethnically diverse than ever before. And you may be just one of many who find it challenging to build relationships with people from backgrounds unlike your own. How do you befriend an international student or a new coworker from a different country? What can you expect when your church building is shared with a congregation from another cultural group? Why are your words and actions sometimes misinterpreted by others? Crosscultural specialist Patty Lane answers these questions and more. She shows you how to develop hands-on relational skills that build crosscultural friendships. And she provides practical resources to help you navigate multicultural environments with sensitivity and savvy. Filled with vivid stories of real-life situations, her helpful guidebook explains frequently misunderstood aspects of culture, debunks stereotypes and suggests ways to resolve crosscultural conflicts. Above all, Lane demonstrates God's heart for building bridges across cultures and shows how you can reach out to people of every nation, culture and ethnicity. Whether you are actively ministering to people of different cultural backgrounds, traveling to other countries for your business or simply want to make friends across cultural lines, this engaging handbook is a perfect introduction to the journey.

A monograph on André Fu, one of the world's leading interior architects and designers, collecting his major projects.

People in other cultures don't always think and act the way you do. If you try to do business your way in their culture, you will make mistakes. And mistakes have

consequences. Some will be merely embarrassing, others will be deeply frustrating, and still others will cost you dearly. This book describes 50 common cultural mistakes made in business settings in the form of short (8-10 line) conversations and shows you, 1) that there's always a reason why people do the strange things they do, 2) the reason is almost never to upset you, and 3) there's always a way forward - The Fix. Craig Storti, a nationally known figure in the field of intercultural communications, and author of 7 books, presents and deconstructs conversations between Americans and citizens of 10 of the world's largest economies, the Arab Middle East, Brazil, China, England, France, Germany, India, Japan, Mexico, and Russia. He also provides five easily applicable steps to cultural competence - a framework readers can apply to identify cultural differences and communicate and act more effectively and appropriately. If you are an American doing business in any of the ten locations featured, if you come from one of these countries and work with Americans, or if you do business with any of these folks, this book will save you a great deal of confusion and frustration.

A compilation of the conference papers from the 32nd International Congress in the History of Art organised by the International Committee of the History of Art (CIHA). **CROSSING CULTURES: CONFLICT, MIGRATION AND CONVERGENCE** is an in-depth examination of the effect of globalism on art and art history. Covering all aspects of art-including traditional media, painting, sculpture, architecture and the crafts, as well as design, film, visual performance and new media-it explores the themes of

conflict, migration and convergence in the visual, symbolic and artistic exchanges between cultures throughout history. *Crossing Cultures* is a compilation of the conference papers from the 32nd International Congress in the History of Art organised by the International Committee of the History of Art (CIHA), edited by conference convenor Professor Jaynie Anderson. This volume contains more than 200 papers presented at the congress by art historians from twenty-five countries, including Homi K Bhabha (Harvard University), Michael Brand (Director of the John Paul Getty Museum, Los Angeles), Marcia Langton (Chair of Australian Indigenous Studies, University of Melbourne), Ronald de Leeuw (Director of the Rijksmuseum, Amsterdam), Neil McGregor (Director of the British Museum, London) and Ruth B Phillips (Canada Research Chair in Modern Culture and Professor of Art History, Carleton University, Ottawa). Never before has the state of art history in our polycentric world been demonstrated so well. *Crossing Cultures* encourages fresh thinking about global art history.

You can be a missionary by crossing an ocean or by crossing the street. Filled with compelling stories, practical resources and relational tools, this guide from veteran crosscultural minister Katie Rawson shows how we can witness the way Jesus did, entering into people's worlds and drawing them into God-centered community. Are you ready for the new global reality? One where diverse cultures and ethnicities will make up your living and working environments? Can you relate your life experience to others? Can you adapt to changing

settings? Can you form relationships and build trust to achieve a common goal? A respected and seasoned journalist, Jessica Stone, uses her 20 years of adventures, mistakes, and triumphs to give you the keys to conquering these challenges. Come along as she takes you out of the classroom and parachutes you into the real-life lab, and you'll be ready to take on the world! From the author of *Why Travel Matters*, the tools you need to bridge cultures and countries. Adjusting to a new culture and getting along with the local people challenge everyone who lives and works abroad. Whether in business, diplomacy, education, or as a long-term visitor abroad, anyone can be blind-sided by a lack of international knowledge and experience and be caught at a disadvantage. In this completely revised and expanded edition of the classic *The Art of Crossing Cultures*, Craig Storti shows what it takes to encounter a new culture head-on and succeed. This one-of-a-kind guidebook to bridging the cultural divide - with more than 50,000 copies sold worldwide - incorporates a stellar sampling of the writings of some of the world's greatest writers, poets and observers of the human condition. Through the vivid perceptions and words of such literary legends as Noel Coward, Graham Greene, Rudyard Kipling, E. M. Forster, Mark Twain, Evelyn Waugh, and others, Storti paints an intimate portrait of the personal challenges of adjusting to another culture: anticipating differences, managing the temptation to withdraw, and gradually adjusting expectations of behaviour to fit reality. This timely new edition focuses special attention on how to deal with country and culture shock and

includes many new examples of cross-cultural misunderstandings - particularly in business. Storti breaks new ground with his easy-to-understand model of cultural adjustment and tips on how to master the process and develop adaptive strategies - the heart of the cross-cultural experience.

Cross-cultural ministry is extremely challenging and must be entered into with eyes wide open. The aim of this book is to help better prepare cross-cultural workers to accomplish the task to which God has called them, to help churches become more proactive in recruiting potential candidates and providing ministry opportunities for assessment and development of their gifts, and to help mission agencies more thoroughly evaluate candidates in light of needed competencies.

For centuries China has fueled the creative imagination and inspired fashion. This stunning publication explores the influence of Chinese art, film, and aesthetics on international fashion designers, including Christian Dior, Jean Paul Gaultier, Karl Lagerfeld, Alexander McQueen, and Yves Saint Laurent.

A MICHIGAN TEACHER TRAINING title Teachers are often in the forefront of today's cross-cultural contact, whether in the language classroom or in the K-12 or university/college classroom, but they are not always prepared to handle the various issues that can arise in terms of cross-cultural communication. The intent of this book is to make education in cross-cultural awareness accessible to a broad range of teachers working in a variety of educational settings. Crossing Cultures in the Language Classroom attempts to balance theory and

practice for pre-service and in-service teachers in general education programs or in ESL/EFL, bilingual, and foreign language teacher training programs, as well as cross-cultural awareness workshops. This book is unique in that it combines theory with a wide range of experiential activities and projects designed to actively engage users in the process of understanding different aspects of cross-cultural awareness. The goals of the book are to help readers: expand cultural awareness of one's own culture and that of others achieve a deeper understanding of what culture is and the relationship between culture and language acquire the ability to observe behaviors in order to draw conclusions based on observation rather than preconceptions understand and implement observations of cultural similarities and differences develop an attitude of tolerance toward cultural differences and move away from the "single story." The new edition has been thoroughly updated and includes a Suggested Projects section in each chapter. This section provides opportunities for users of the text to explore in greater depth an area and topic of interest. It also includes even more Critical Incidents--brief descriptions of events that depict some element or elements of cultural differences, miscommunication, or culture clash. Critical Incidents develop users' ability to analyze and understand how multiple perspectives of the same situation are rooted in differing culturally influenced beliefs, behaviors, norms of interaction, and worldviews.

Whether working in urban areas with high levels of cultural diversity, providing art therapy to 'unique'

populations such as prisoners or asylums seekers, or introducing art therapy programs to parts of the world in which it is not yet established, it is essential that therapists understand the importance of practicing in a culturally sensitive manner. This comprehensive book considers how culture impacts the practice of art therapy in a variety of settings. With contributions from experienced art therapists who have worked in diverse environments, this book attempts to understand and highlight the specific cultural, subcultural and ethnic influences that inform art therapy treatment. It addresses variable factors including setting, population, environment and ability, and how they influence art therapy approaches. It also considers how cultural differences can impact physical art making through choices of color, symbol and metaphor. Each chapter provides a framework showing how art therapy techniques have been used in order to successfully work with distinct populations. This book will provide practitioners with ideas for how to adapt art therapy training and approaches to suit the setting and meet the needs of a vast range of populations. Full of informative case studies, this book will be invaluable reading for art therapists and students of art therapy.

Professionals engaged in art therapy discuss aspects of practice which are affected by an environment of increasing cultural diversity. Some contributions examine problems faced by members of ethnic minorities who are caught between assertion of their cultural identities and assimilation into a different social milieu.

Whether you work with Americans face-to-face,

communicate with them by telephone or e-mail or interact together in a virtual team, *Americans at Work* reveals the subtle and the not-so-subtle aspects of American culture in the workplace. Best-selling author Craig Storti provides historical perspectives and explanations of the six most important American cultural themes and their relevance to the workplace: "Land of Opportunity" (a driven people), "Go-for-It Mentality" (ready, fire, aim; new is better), "Equality for All" (but don't forget who's boss), "The Drive to Achieve" (nice guys finish last), "Live and Let Live" (do your own thing), "Time Matters" (obsession with efficiency). Learn about straight talk, American style, and how Americans aren't always as direct as they say they are. Find out why Americans are deeply conflicted about power: they crave it but are loath to be caught craving it. See how Americans view outsiders. Gain tips for succeeding in the American work environment. Finally, get the basics of work-related etiquette: conducting meetings, giving feedback, nonverbal communication, e-mail rules, gifts, taboo topics and so on. Knowing how Americans work with each other will help you predict their reactions and, more important, their expectations of you. And if you are American, you will be better understand your own behavior and be able to work more effectively with colleagues from other cultures.

From Genesis to Revelation, the Bible is a crosscultural book. Scripture is full of narratives of God's people crossing cultures in pursuit of God's mission. Biblical texts shed light on mission dynamics: Sarah and Hagar functioning in an honor-shame culture, Moses as a

multicultural leader, Ruth as a crosscultural conversion, David and Uriah illustrating power distance, the queen of Sheba as an international truth-seeker, Daniel as a transnational student, Paul in Athens as a model of contextualization, and much more. Missionary and missions professor Marvin Newell provides a biblical theology of culture and mission, mining the depths of Scripture to tease out missiological insights and crosscultural perspectives. Unlike other such books that are organized topically, this text is organized canonically, revealing how the whole of Scripture speaks to contemporary mission realities. Comprehensive in scope, filled with biblical insight and missional expertise, this book is an essential resource for students and practitioners of crosscultural ministry and mission. A collection of 74 brief conversations between an American and people from other cultures.

“I wrote this book because I believe that there is a serious gap in what has been written and communicated about cross-cultural management and what people actually struggle with on the ground.”—From the Introduction What does it mean to be a global worker and a true “citizen of the world” today? It goes beyond merely acknowledging cultural differences. In reality, it means you are able to adapt your behavior to conform to new cultural contexts without losing your authentic self in the process. Not only is this difficult, it’s a frightening prospect for most people and something completely outside their comfort zone. But managing and

communicating with people from other cultures is an essential skill today. Most of us collaborate with teams across borders and cultures on a regular basis, whether we spend our time in the office or out on the road. What's needed now is a critical new skill, something author Andy Molinsky calls global dexterity. In this book Molinsky offers the tools needed to simultaneously adapt behavior to new cultural contexts while staying authentic and grounded in your own natural style. Based on more than a decade of research, teaching, and consulting with managers and executives around the world, this book reveals an approach to adapting while feeling comfortable—an essential skill that enables you to switch behaviors and overcome the emotional and psychological challenges of doing so. From identifying and overcoming challenges to integrating what you learn into your everyday environment, Molinsky provides a guidebook—and mentoring—to raise your confidence and your profile. Practical, engaging, and refreshing, *Global Dexterity* will help you reach across cultures—and succeed in today's global business environment.

From master storyteller An Na comes the Printz Award-winning novel about a Korean girl who tells her firsthand account of trying to find her place and identity in America from the day she leaves Korea as a child to her rocky journey through the teenage years. At age four, Young Ju moves with her parents

from Korea to Southern California. She has always imagined America would be like heaven: easy, blissful, and full of riches. But when her family arrives, she finds it to be the opposite. With a stubborn language barrier and cultural dissimilarities, not only is it impossible to make friends, but even her family's internal bonds are wavering. Her parents' finances are strained, yet her father's stomach is full of booze. As Young Ju's once solid and reliable family starts tearing apart, her younger brother begins to gain more freedom and respect simply because of his gender. Young Ju begins to lose all hope in the dream she once held—the heaven she longs for. Even as she begins to finally fit in, a cataclysmic family event will change her idea of heaven forever. But it also helps her to recognize the strength she holds, and envision the future she desires, and deserves.

The USA and Canada welcomes every year significant numbers of immigrant professionals who have high levels of formal education (Bachelors, Masters and Ph.D.) as well as extensive experience; yet a significant fraction of these immigrants are unemployed or underemployed. The purpose of this book is to help US and Canadian organizations make full use of the significant human capital that immigrants represent. This book will help organizations:

- Modify their recruitment and selection process to avoid rejecting culturally

different candidates for reasons that are not related to their ability to do the job • Develop and promote culturally diverse employees to ensure that they retain and capitalize on the new ideas that these employees bring Highly- practical the book is divided into two parts:- • The first part focuses on the recruiting process. It takes readers through the recruiting process used by most organizations and examines why cultural differences can throw this process off . The discussion is framed by an introduction explaining what cultural differences are and a description of cross-cultural communication issues and suggested solutions. • The second part examines the retention and promotion of culturally different employees. The turnover of culturally different people is often higher than average and they are proportionately less represented in the higher echelons of large organizations. The work examines the root causes of these issues and proposes solutions that individuals and organizations can implement.

This memoir describes how the artist and writer escaped an abusive, stalking boyfriend and sought solace with her Old World Chinese parents, drawing her father's stories about Manchuria during World War II.

The Art of Crossing Cultures Nicholas Brealey

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