

**date:** Sa. 30.09. – Tue. 03.10.2006  
**place:** Gemeindezentrum „Fenster“, Lauffen a.N.  
**participants:** participants of the educational tour of ATP to Gudalur/India 2006/07  
K.T. Subramanian (ACCORD/AMS, Gudalur)

### **Background and aims of seminar:**

Vom 16.12.2006 bis 08.01.2007 führt das ATP eine dreiwöchige entwicklungspolitische Lernreise zu den ProjektpartnerInnen des ATP von ACCORD/AMS nach Gudalur in Südindien durch. In Vorbereitung auf diese Reise fand das Seminar „Interkulturelle Kommunikation“ in Lauffen statt.

Ziele des Seminars waren die Förderung des Teambuildings in der Reisegruppe, die Etablierung einer offenen Kommunikationskultur zur fairen Lösung von Konflikten, die Sensibilisierung für interkulturelle Unterschiede im Allgemeinen und interkulturelle Kommunikation in Gudalur im Besonderen sowie eine kritische Auseinandersetzung mit Motivation(en) und Ziel(en) der Reise. Fragen der organisatorischen Vorbereitung und Länderkunde wurden (am Rande) in je einer Einheit ebenfalls behandelt, doch wurden die Teilnehmenden aufgefordert, sich hinsichtlich Landeskunde selbstständig fortzubilden und die (weiteren) organisatorischen Vorbereitungen eigenständig durchzuführen.

K.T. Subramanian nahm ebenfalls am Seminar teil. Er fungierte als Ressourceperson für Fragen betreffs Interkultureller Kommunikation, Landeskunde und Projektarbeit vor Ort. Er beteiligte sich ebenso an allen inhaltlichen Diskussionen und kann den direkten Informationsfluss nach Gudalur sicherstellen. Aufgrund seiner Teilnahme fand das Seminar größtenteils in Englisch statt, was eine gute Sensibilisierung der Teilnehmenden für die tatsächliche Situation vor Ort darstellte.



**Seminar „Intercultural communication and Teambuilding:  
Preparation for the educational tour to Gudalur/India “**

Adivasi-Tee-Projekt (ATP)

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**Preparation seminar for the ATP-trip to India**

	Saturday, 30.09.	Sunday 01.10.	Monday 02.10.	Tuesday 3.10.	
08:00 – 09:00 am:			breakfast		
09:00 – 10:30 am:			<b>09:30 – 17:30</b> <b>Hochseilgarten Ettlingen</b> Gate (great adventure tower Ettlingen)	<b>Questions about the trip</b>	<b>Organisational preparations, Security</b>
10:30 – 10:45 am:				<b>Reading &amp; talking and more</b>	<b>Personal feedback</b>
10:45 – 12:15 am:			12:00 am: arrival	Lunch	lunch
12:15 – 01:30 pm:	Lunch		1:00 – 2:30	2:00 – 4:00	
01:30 – 03:00 pm:			<b>Communication &amp; Conflict</b>	<b>Open questions Evaluation</b>	
03:00 – 04:30 pm:	<b>Welcome &amp; get to know</b>	way back, dinner	<b>Intercultural Sensibilisation</b>	4 pm: cleaning & departure	
04:30 – 05:00 pm:	Coffee break		Coffee break		
05:00 – 06:30 pm:	<b>Expectations, Wishes &amp; Worries</b>		<b>Intercultural Communication in Gudalur</b>		
06:30 – 08:00 pm:	dinner				
08:00 – 09:30 pm:	<b>Regional studies</b>		<b>Project Tourism &amp; Aims of Trip</b>		

## **Saturday, 30.09.2006**

### **Welcome & get to know:**

After a short welcome in the group the participants were asked to draw their “life tree” – with their personal “roots” of family, background, idols, experiences, religion..., their “branches” and “leaves” of hobbies, friends, work & study... and the “sky” with their wishes and dreams. After about 30 minutes of drawing (and joyful communication) outside the participants told each other about their own tree and were asked questions while having coffee and cake.



This gave a good opportunity to get to know each other (better) and to have starting points for further communication.

### **Expectations, wishes & worries:**

#### **Expectations for the seminar:**

- general Information
- medical information
- teambuilding
- concretize the tour
- how to behave in India
- clarify the expected outcome of the tour
- local information
- security questions
- language introduction
- rules for the group
- relation to guest families ( gifts, behavior,...)
- (information for traveling, for those who stay longer)

The plan of the seminar was introduced and accepted. All agreed to use English as the main language for communication during the seminar.

The group was divided into pairs to exchange their expectations, wishes and worries regarding the trip to India. The written cards were stuck at posters to visualise the thoughts during the seminar. The motivation and wishes for the trip could afterwards be clustered into 5 different points:

#### **Motivation and wishes for the trip:**

##### **(1) ... to travel to India:**

- wanderlust (Fernweh)
- to get to know the culture of India
- to get to know another culture and a different way of life
- to enjoy the beauty of landscapes, settlements, people, their cloth, houses...
- to enjoy the sun and a different kind of nature
- to observe closer the education

##### **(2) ... to see Adivasi life:**

- to see more of the Adivasi life and work and not only hear about it from Germans and Adivasi guests
- to see the country and the people (Adivasi) I am interested in for 2 years
- learn more about/ from Adivasi: about their culture, music, religion, philosophy, society, food...
- to get in contact to a different reality

##### **(3) ... to strengthen our relationship between Gudalur and Germany:**

- to build a closer relationship to people we have met in the year before and also to meet new people
- to meet and live with friends
- partners will expect me to come (Petra)

- to show own interest and engagement

**(4) ... to see the project work:**

- to get to know all projects/ activities of ACCORD/AMS
- to see the projects
- to see the project work myself
- to get to know the projects from our partners and its impact
- ATP group can support me with a trip to Gudalur (it's better than to go alone to Gudalur)

**(5) ... to travel in the interest of ATP**

- to identify products we can sell in Germany
- as a support for the group (Petra)
- trip shall have an outcome for our educational work, for instance:
  - report of a day's programme of Subramanian/ other AMS people
  - report of an Adivasi nurse – how she became a nurse
  - description of a day of an Adivasi family in village/ in town
  - information for booklet on positive aspects of tea estate (with interviews and fotos) ...

**wishes and expectations**

**...to myself:**

- I will make friends
- I will be integrated in the lives of our partner
- That this trip will contribute to open my mind a bit more
- I want that this trip contributes to my world's picture doing it more clear
- see Adivasi and natural forest
- experience Living and landscape
- To learn much for myself and my further life
- Sensibility for the differences, locals and Partners
- Adivasi musical instruments/drums, musik recordings, songs – context- translation & transcription
- Adivasi stories, (engl.) / paintings/ art for publication/ brochure
- Live in an Adivasi village

**...To our group:**

- to be a team and to be open and honest to each other
- cooperation within the group
- open and fair feedback
- A nice time together with great experiences
- see new things
- Representation of the ATP not only as individuals
- To get to know the projects, reach our goals
- Nice Christmas and happy new Year

**... to our partners:**

- intensive and deep talks and discussions with partners/ locals

**Worries regarding the trip and**

**... regarding myself:**

- to have not enough time after the journey to digest the impressions and experience
- to have not enough time and space for myself during the trip to be integrated into the culture (time to talk, to communicate spontaneously, to watch...)
- to find a toilet always in time
- to get along with the (technical) conditions of every day
- to make mistakes with behaviour, clothing, in communication with Adivasi
- not to get the balance between group member and “group leader”
- what to do after the “official” tour?

**... regarding the group:**

- conflicts inside the group
- conflicts between different fractions of the group
- travel accidents (car accidents, missed train, diseases, animals, police...)
- participants act as individuals, not as a group
- no cooperation

- outsiders within our German group
- ...regarding our partners:**
- not to be able to adjust the way of living and the poor people's lifestyle (Subramanian)
- (intercultural) conflicts with partners
- Bad impression about ATP because of missbehaviour
- Adivasi can't provide European type of bath room and toilet fertility and food (Subramanian)

## **Regional Studies:**

At Saturday evening some of the members of the Eine-Welt-AG Lauffen came to see the group and (the younger ones) to get an impression of an ATP activity. They participated in the unit on regional studies. This unit aimed mainly to be a common starting point for the seminar, to show impressions and give further motivation for the personal studies as it was seen as more important to focus on teambuilding and (intercultural) communication with this seminar. Because it became late nearly no discussion took place but this was also not the aim of the unit.

Short scenes out of the bollywood movie "Swades" showed an Indian living in the USA and coming to rural India. A TV documentation on India gave wide impressions on everyday life and socio-economic questions (ceremonies, child work, marriages...). An input about Adivasi was skipped because of lack of time, but the participants got some texts on Adivasi and Indian themes later on via e-mail. At the end pictures of south India and Gudalur area were shown.

## **Sunday, 01.10.06:**

On Sunday all group went to "Hochseilgarten Ettlingen" ([www.gate-ettlingen.de](http://www.gate-ettlingen.de)), a place where we planned to climb high artificial structures under the supervision of two trainers. The aim of this training was mainly teambuilding – to get to know each other better, recognise weaknesses and strengths and the challenge and joy to act as a team.

First half of the day we stayed down, second half of the day we climbed up. We started with small warming ups and tasks to act as a team. The tasks became more complex and we started to "climb" - at the height of 50 cm. To fulfill the tasks we had to recognise and help each other and to communicate and touch closely. Then we climbed up which was a big challenge for all of us but also a great pleasure.

During this day we recognised that we are able to act as a team and to communicate and to use all strengths within the group, we got to know each other better and the end of the day I think we all had a good feeling about going together to India.

In the evening we were very tired so that we only a short round:



## **Monday, 02.10.06:**

As some seminar participants had to go to school, work or study on Monday morning we decided to start with a discussion for the participants who planned to stay longer in India and exchanged the wishes, ideas and possibilities for the programme after the “official tour”. We had time to answer questions and to have a look at the several books on India.

### **Wishes and individual plans for the time after the “official tour”:**

Rolf: doesn't like to travel alone, visit Anu & Krishna and/or Anita & Manu?, visit Just-Change-partners?  
Winfried: sightseeing of famous temples and buildings, visit a National Park, to travel alone is possible if some help/information is given  
Claudia: wants to visit a project she is in contact with  
Petra: likes to travel alone

## **Communication and conflict**

The session on communication and conflict aimed to sensibilise for sources of misunderstandings and to discuss ways to avoid or solve conflicts.

### **(1) source of misunderstandings and conflicts:**

With an input the participants learned more about how communication is working.

Everything is communication: if we talk or not, if we answer or not – we always communicate. Therefore be careful about your talks, body and sign language.

Each message can be understood in for different ways – as:

1. message: A says: “The coffee is finished.” B answers: “O yes, you are right. The coffee is finished.”
2. demand: A says: “The coffee is finished.” B answers: “I will get some new coffee for you.”
3. information about the speaker: A says: “The coffee is finished.” B answers: “You are still tired, aren't you?”
4. as information about the relationship between speaker and listener: A says: “The coffee is finished.” B answers maybe: “Get your coffee yourself I am busy.” Or “I knew that you would not like the tea I bought.”

Conflicts will arise many times from misunderstandings when the listener understood something different as the speaker has ment. Then we arguing very often: “I did not say this!!” – “Yes, you did!”

### **(2) ways to avoid misunderstandings and to solve conflicts:**

- **Meta-communication**: talk about the communication
- **Active listening**: listen carefully, show your interest and make sure you understood right before answering (definetely before arguing or shouting)
- **Feedback**: ask for feedback and offer feedback. Be honest, but fair and polite, be objective, don't mention only negative aspects, give concrete situations for a specific behaviour and don't say things like “you always do...”

### **(3) Strength and weaknesses:**

First the participants did some self reflection and told afterwards the others about their strengths, weaknesses, what they don't like at others or what situations in groups they try to avoid.

An input explained how strengths and weaknesses are linked with each other and how we can learn to see strengths instead of weaknesses:

- Every strength becomes a weakness when stressed to much! (A well organised persons needs to take care not to be over-organised and penibel)
- The weakness I see at other persons has much to do with my strengths (A well organised persons sees another one maybe as chaotic while others don` t.)
- Behind every weakness lies a strengths and we can learn a lot from each other. (The well organised person can learn flexibility and creativity of the “chaotic” person in order to avoid to become over-organised. The flexible person can learn organisation of the “penible” person in order to avoid to become chaotic).

## Intercultural sensibilistion

As an introduction Anne and Petra played a little szene without talking of a man and walking into the room and doing something. After that the participants were asked what they have seen. Than the story of the szene was told. Now the mentioned aspects could be devided into:

things, participants have seen:	Things, participants interpreted and where not shown or told:
Women walked behind the man Women put the food under the chair There was noise while eating Both agreed to the procedure We had to sit differently Man and women were singing Man sat on the chair, women on the floor. The man eat first The man was smaller than the women	You did not greet anyone The man seemed to be greedy/ hungry The man put the women down Man had bad manors Man was wearing skirt women was wearing trousers To show respect we had to sit differently The meal was hectic Man has priority Man has been the master of ceremony The szene was like a ritual The were praying Women was staring always

Emidiately when we see something we interprete also. We shall be aware of that and try not to interprete and to ask people about what we have seen before judging.

## Intercultural communication in Gudalur

Moderation cards written with questions and situations laid on the floor (back side on top). A participants took a card and told how he/she would behave, the others made contributions, Subramanian and the ones with experience gave clarifications. With this method we had an interesting discussion and good sensibilisation.

Questions were for instance:

“You have a lack of drinking water.”, “What are proper dresscodes for men/women”, “You need to have time for your own, but the programme goes on”, “Your cloth are torn”, “You go swimming with local people”, “Someone offers you to wash your clothes”, “What do you have to take care for while sitting in a temple”, “What do you have to take care for when you are invited”, “You really want to have a beer”, “You would like to go for a walk on your own”, “You would like to take a photo”, “You feel like smoking a cigarette”, “You don` t feel well and need half a day break”...

## Project Tourism

(1) The participants were asked to tell how they can contribute to the next Adivasi-tour in May and June 2007. All were very serious about it and thought how many people how long to invite and what is not possible etc. Although the good ideas will be kept for next year it was not the aim to plan the next trip but to sensibilise the participants what does it mean to host project guests.

(2) The participants read an article “Höherer Anspruch – besseres (Ge-)Wissen? Forschungs- und Projektreisen von Nord nach Süd“ by Christina Kamp. After that we had a fruitful discussion on project tourism and about our trip:

Feelings while reading the article:

- Very good text
- I felt shocked
- I feel strange
- I feel unsure about the trip, but I will go
- Are we like that??
- I have done that too...
- I felt angry about the phrase “tourism shall be treated like trash” but I understood while reading
- Good to know about negative side effects
- I am also a tourist there
- I hope it will be different with us
- I did not know that kind of exploitation before
- Is Subramanian as participant of this seminar only an “alibi” for us?
- Suggestions about good alternatives are given in the text too
- There are also positive aspects
- We are on a good way
- Our tour is an exception
- It is still a challenge for me (and our group) in spite of experience
- I hope it will be good with our group

Burdens for partners in Gudalur:

- If we not eat what they have cooked
- Partners spend time with us,
- Partners have to translate talks and discussions
- give things and space to us, spend money (or lose money while not working)
- If someone has to take for me and to stay with me
- If I/we missbehave but partners do not criticise about misbehaviour in order to be polite

Avoid burdens for partners in Gudalur/ what can we do?

- Be properly dressed
- Be conscious that we are guests
- Do only what partners want (visits etc.)
- Be sensible for own behaviour in India
- We shall not embarrass them
- Mistakes will happen: important how to handle mistakes on both sides
- Go open minded to India
- Respect customs, clothing, food...
- Partners tell their critiques and suggestions to the group (members)
- We try to give something back: like interesting discussions, an exchange of ideas, presents for hosts, donations for the project...
- Communicate about aims of trip

Positive effects of our trip in Gudalur:

- ATP people will meet the people who come to Germany
- It is a symbol of cooperation and contribution that we are in Gudalur and work there also
- We build up relationships; partners want to meet us
- Direct communication and meeting is important so that the relationship gets stronger and stronger
- Exchange ideas, learn from each other
- Identify products to sell in Germany
- Collect information for further ATP educational work and donors

**Aims of/ wishes for the trip:**

- get an overview over the projects
- work together with locals for one or two days (school, estate)  
interested to work at Vidyodaya School: Verena, Jenny, Manuel, Laura, Winfried and Petra  
Ideas: presentation about Germany (film, pictures)  
German dance, German songs  
2 – 4 pm Games with the children
- be guest/ live in Adivasi village to see the life
- collect pictures (a film?) and information about the project work
- 1-2 days seminar on a topic (ideas: development politics, Just change, Adivasi life between tradition and modernity)
- identify products for educational work and fair trade
- have a preparation meeting with the Adivasi coming to Germany
- present ATP work at all-team-meeting.
- see Just Change Projects (have discussion and prepare questions)
- personal contacts
- stop in Mysore (stay in Green Hotel and buy things like cloth,...)
- meet Just Change partners
- have a Just Change workshop have a nice Christmas and New Year (take Christmas cookies, take receipts)

**To Dos:**

**For Gudalur:**

- Please see our wishes and check what is possible. Please inform us about the programme and places where to stay as soon as possible that we can prepare ourselves.
- We arrive at Bangalore airport at 17.12. at 5:20 am with 9W2411 from Mumbai. We will go by train directly to Mysore and stay there at the Green Hotel (9 people, 17. and 18.12.). At 19.12. we will go from Mysore to Gudalur.
- Verena and Jennifer will fly at 8.1. at 8:55 am from Bangalore. Manuel, Markus and Laura will fly at 8.1. at 9:30 pm from Bangalore. Rolf, Winfried, Claudia and Petra will fly at 16.1. at 9:30 pm from Bangalore and do their own programme inbetween.

**For ATP group:**

- Anne nimmt einen Steckbrief mit Foto von jedem von uns mit nach Gudalur.
- Wir treffen uns am 16.12. um 5:00 morgens am Check-in-Schalter unseres Fluges in Frankfurt/M.
- JedeR nimmt ausreichend Geld für alle Ausgaben und Notfälle vor Ort mit: am besten Euro. Aus Sicherheitsgründen kann ein Teil in Reiseschecks mitgenommen werden – allerdings können diese nur in größeren Städten, nicht in Gudalur, getauscht werden.
- JedeR ist verantwortlich, eine Reise-Krankenversicherung für sich abzuschließen, notwendige Impfungen durchzuführen und sich bei der zuständigen Botschaft sein Touristenvisum zu besorgen.

**Dinge zum mitnehmen:**

- Gastgeschenke. (Absprache nach Info aus Gudalur), Nivelliergerät?
- Fotos of family and town, postcards...
- Reiseapotheke: Koordination Manuel
- Für Präsentation Deutschland: CDs mit Fotos und ausgedruckte Fotos für Präsentation Deutschland, kleine Kamera-Kurzfilme über: Essen, Häuser/Städte/Dörfer, Menschen, Landschaft, Transportmittel,...
- Für Kinderprogramm: Liedtexte, Spiele
- ATP-Präsentation für All-Team-Meeting
- Sachen für Weihnachten/Silvester, z.B. Rezepte zum Selbstbacken bei Sheila

**Evaluation of the seminar**

**Seminar „Intercultural communication and Teambuilding:  
Preparation for the educational tour to Gudalur/India “**

Adivasi-Tee-Projekt (ATP)

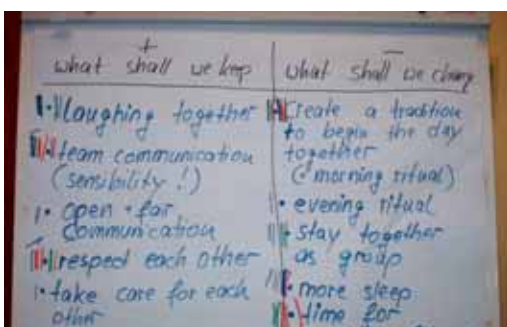
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Regarding schedule	Regarding input and output	Regarding group
<ul style="list-style-type: none"> <li>- The group aspect has been highlighted</li> <li>- It has been group oriented</li> <li>- Sad that time was less and we could not finish our whole schedule</li> <li>- less time – focus to come together as a group was good</li> <li>- More time would have been nice</li> <li>- It is a pity that there had been school – this has interrupted the seminar</li> <li>- Place of seminar should not be where people live because they tend to go home inbetween</li> </ul>	<ul style="list-style-type: none"> <li>- It has never been boring</li> <li>- seminar meant no additional stress as expected</li> <li>- Very well prepared</li> <li>- Successful seminar</li> <li>- Well done</li> <li>- Well prepared and done</li> <li>- Good organized</li> <li>- Many important information</li> <li>- It has been understandable talks/language</li> <li>- I liked it and am excited and happy to go to India</li> <li>- Very good preparation</li> <li>- I liked it and also the preparation</li> <li>- It has been much pleasure to prepare it</li> <li>- Turned out well</li> <li>- Finally we were also able to finish it (because people took time to stay longer)</li> <li>- Well done</li> <li>- We did not waste time but still had a shortage</li> <li>- Properly prepared</li> <li>- Covered everything</li> <li>- Everything done very detailed</li> </ul>	<ul style="list-style-type: none"> <li>- To get along with so many people at the same time, I found quite hard, but I am surprised that it worked out and I feel like I got to know myself better</li> <li>- Negative: many people went somewhere else in between (solution: may be to select a place where no one of the participants lives)</li> <li>- Did not like the snoring at night</li> <li>- Good we had a guest from Gudalur, because the contributions were necessary and helpful</li> </ul>

**Highlights:** group massage and mainly the adventure tower Ettlingen, nice atmosphere

**Lowlights:** the rainy weather, the bright light early mornings

What shall we keep up (in our group)	What shall we change (in our group)
<ul style="list-style-type: none"> <li>- laughing together</li> <li>- team communication (sensitivity)</li> <li>- open and fair communication</li> <li>- to respect each other</li> <li>- take care for each other</li> <li>- take care for ourselves</li> </ul>	<ul style="list-style-type: none"> <li>- create a tradition to begin the day together (morning ritual)</li> <li>- evening ritual</li> <li>- stay together as a group</li> <li>- more sleep</li> <li>- time for ourselves (to be alone)</li> </ul>



**Fazit:**

For everybody the seminar was very fruitful. Petra and Anne who prepared the seminar enjoyed it very much as well as the others. Our Indian guest Subramanian felt very much like a group member and also could learn a lot.

It is recommended to held the seminar in English (with translations into German if necessary). The plan to learn small sentences of Tamil inbetween was not realised because of a lack of time, but should be done.

It was absolutely useful to have such a seminar especially for the people going to Gudalur. 4 days is the minimum of

time. The seminar should not take place in a town where participants live. A familiar atmosphere of the seminar house is required. It is recommended that always one of the partners is with the group for such a preparation for better understanding and exchange, communication and learning and planning.

All participants want to meet at a seminar specific for evaluation next year.