

Design Document

Overview and Purpose:

This blended learning program supports professionals adjusting to a new cultural and workplace environment. The training focuses on cultural awareness, cross-cultural communication, and resilience-building strategies to improve collaboration, well-being, and retention.

Target Audience

- International teachers new to the organization
- Employees with limited experience in cross-cultural environments
- Adult learners who benefit from practical, scenario-based learning

Learning Objectives

- Recognize stages of cultural adjustment and culture shock.
- Compare cultural communication styles and expectations.
- Apply culturally responsive communication strategies.
- Apply resilience and self-care strategies during transitions.

Instructional Strategy

A blended learning approach combines asynchronous eLearning with facilitated workshops.

Learning strategies include:

- Scenario-Based Learning
- Guided Discovery
- Reflection and Perspective-Taking
- Decision-Making Practice
- Comparative Analysis Activities
- Personal Action Planning
- Performance Support Resources

Content Structure

Module 1: Understanding Culture Shock and Cultural Differences

- Explore culture shock, stages of adjustment, and cross-cultural communication. Compare cultural communication styles and expectations to recognize and navigate cultural misunderstandings in real-world situations.

Module 2: Building Cross-Cultural Collaboration

- Develop culturally responsive communication and collaboration skills through workplace scenarios, reflection activities, and decision-making practice.

Module 3: Building Resilience Through Global Transitions

- Build resilience and well-being through reflective practices, self-care strategies, and personalized action planning.

Deliverables

- Interactive eLearning Modules
- Scenario-Based Assessments
- Branching Scenarios and Interactive Activities
- Cultural Adjustment Job Aid
- Personal Resilience and Self-Care Plan Template

Assessment Strategies

- Scenario-Based Assessments
- Guided Reflection Activities
- Personal Resilience and Self-Care Plan

Program-Level Evaluation Aligned to Kirkpatrick's Model

- **Level 1 – Reaction:** Learner reaction and confidence surveys
- **Level 2 – Learning:** Scenario-based assessment performance (target $\geq 80\%$)
- **Level 3 – Behavior:** Self-assessment, reflection, and administrator observations (6 months)
- **Level 4 – Results:** Increased first-year retention and employee engagement (12 months)