**The Charge**

Each team is charged with taking on the role of being paid consultants for a high powered consulting firm specializing in human capital and organizational design. Your firm has been hired by a silicon-valley engineering start-up to prepare them to address the various realities and challenges of establishing and maintaining a culturally competent work force. Each team will be assigned a specific cultural competency topic/area to research, and prepare a formal presentation on.

Groups are required to meet at minimum of **three** times outside of class to discuss a series of curated articles, conduct additional research on the topic area, develop a proposal for the client, and rehearse the presentation as a team. Groups should understand that it is their charge to offer the most pertinent and relevant information possible and deliver it in a dynamic and interesting manner that helps direct their client to construct and maintain an inclusive and cultural competent work force.

**Presentations should:**

* Be done in PowerPoint or Prezi (Video format may be utilized with Instructor’s prior consent)
* Be approximately 20-25 minutes in length but **not exceed 25 minutes**. (Must include a 3-5 minute interactive activity)
* Answer **three** critical thinking questions:

**1.** What are the credible and most relevant viewpoints in the field regarding this topic area?

**2.** How might the new start-up consider/use/apply this information in order to build and maintain a culturally competent workplace?

**3.** What obstacles (societal and organizational) might resist the development of a culturally competent work place? How might these obstacles be overcome?

* Utilize a sampling of curated articles (found on LMS) to be considered when developing the presentation. Each member of the team not assigned a curated article must identify, read and discuss **with their team** at least one newly researched article. This should be done in a team meeting *prior* to the final presentation. Presentations should synthesize all information acquired and *not* merely summarize information for the final presentation. All articles must be cited in the final presentation.
* Go beyond basic research and draw on personal experiences and “real world” knowledge of the topic (use of key informant interviews is strongly encouraged) to highlight the groups findings and recommendations.
* Incorporate an interactive component (lasting 3-5 minutes) to help the client comprehend and/or engage with the topic/area. Activity must be appropriately debriefed.
* Conclude with a brief action implementation plan in outline form for the client to consider.
* Allow time for a robust Q & A including 3 prompting questions designed to be asked in the absence of class generated questions.

**Step One: Initial Organizational Meeting**

To assist you in this process of developing your presentation each group will be assigned a selection of curated content articles/videos which can be found on the courses LMS site under Course Content > Week 6: Cultural Competency Presentations. After topics are assigned groups will schedule an initial meeting to assign specific articles or research topics for each member of the team to review. Any group member not assigned a curated article (due to limited LMS articles) will be tasked with finding a new peer reviewed article relating to the assigned topic.

**Step Two: Topic/Article Discussion Proposal Creation Meeting**

Groups will have a second meeting to discuss their assigned readings/research and begin the process of analyzing and synthesizing the content materials into a thoughtful and dynamic presentation. Presentations that simply summarize the content of the articles will be substantially penalized. During this meeting groups will also organize their presentations and determine such things as presentation structure, speaking order and **interactive activities** to be used.

* Explicitly reference previous course content and newly researched materials in addition to the curated articles found on LMS.
* Reference and incorporate at least 1 additional peer-reviewed article for each group member who does not have an assigned peer reviewed article.
* Each group member must have a documented role in the group presentation.

**Step Three: Presentation Organization and Rehearsal Meeting**

Groups should meet one last time to finalize presentation and rehearse presentation as a team. It is strongly recommended that this meeting take place **in person**. Immediately following this meeting please **submit** **a finalized hard copy of your presentation via the class link on LMS. This must be done prior to presenting!**

**Tips for Developing and Using Interactive Activities**

**Example Interactive Activities to Consider**

* Use of probe questions with audience
* Use of personal testimonials
* Role plays
* Small group activities or games
* Break-out small group discussions
* Use of audience quizzes or pre and post tests
* Brief use of video/audio materials
* Use of participatory games of activities (Please use Kahoot! sparingly and with purpose)

**Resources for Learning How to Debrief Interactive Activities**

[**https://www.truenorthintercultural.com/blog/debriefingLink**](https://www.truenorthintercultural.com/blog/debriefingLink)

Kolb, D. A. (1984). [*Experiential learning: Experience as the source of learning and development*](https://www.amazon.com/gp/product/0133892409/ref=as_li_qf_asin_il_tl?ie=UTF8&tag=truenorthin09-20&creative=9325&linkCode=as2&creativeASIN=0133892409&linkId=df0f0b9aad59fd6b8015bc0b8b11eb1f). Upper Saddle River, NJ: Prentice Hall.