

Diversity & Inclusion

Cross-Cultural Collaboration

YOU MATTER.

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Cross-Cultural Collaboration Checklist

In complex, global environments, collaboration is a deliberate practice of building shared understanding and shared ways of working over time — especially when priorities, constraints, or expectations differ. Effective collaboration does not require everyone to think alike. It is built through a shared purpose, trusted ways of working, real joint experiences, and continuous reflection and adjustment. Here are five practices for focusing on commonalities in everyday work:

Start with the „Why“

Before you dive into tasks, align on why you are working together: the outcome you want, the customers you serve, and the impact you aim to create.

A simple habit helps: Start meetings by clearly restating the shared goal in concrete terms. Ask: “What do we want to achieve together?”.

Build a shared „micro-culture“ for your project.

Transcultural collaboration means creating a local “micro-culture” for your project that includes shared language, shared routines, and shared expectations.

Make key terms explicit (e.g. “quality,” “urgency,” “escalation” — what do they mean in this project?). Agree on a few simple routines and use them consistently.



Commonalities grow through action

Commonalities don't grow from reading the same guidelines, but from doing things together.

Whenever possible: replace status updates with short joint working sessions, form mixed teams across locations and functions for pilots or experiments — not just for consultation.



Use differences as a strength – and still decide together

Different perspectives are valuable inputs for innovation and risk reduction — not obstacles.

In discussions, ask openly: “What do we see differently? – and how can this perspective help us?”. When disagreements arise, first, list the added insights each view brings, then decide how to combine them into a common decision.



Belonging comes from shared practice

People don't feel they belong because they are the same, but because they are part of something together.

Create regular cross-location spaces where people share experiences and lessons learned. Recognize and spread practices that connect people across boundaries.

Further material:

- [Transcultural management — A conversation with Prof. Josef Wieland and Prof. Julika Baumann Montecinos](#)
- [The MAGIC of Transculturality - Working Across Cultures | Tobias Grünfelder Campoverde | TEDxKaunas](#)



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