

13-14-15 NOV. 2025

Université of Montpellier-Paul Valéry

INTERCULTURAL NEGOTIATION:

Theory, Practice and Transformations
in a Globalized World



“In an increasingly diverse, polarized, volatile, polluted and war-ridden world, it has become crucial to tap into human potential. Intercultural negotiations revolve as much on the way we express disagreement or build trust as on the exact terms of the agreement. Culturally fluid environments are becoming the norm and most individuals constantly question and negotiate their identities.

This conference, jointly organized by SIETAR France and the NPI Master's program at the University of Montpellier-Paul Valéry, is offering workshops and presentations by students, professors and professionals from all over the world who, by the very act of congregating, are guaranteed to negotiate their own fruitful brand of congenial intercultural negotiation”

Anne Crémieux & Grazia Ghellini

THURSDAY

PROGRAM

06 NOV. 2025

ONLINE PRE - CONFERENCE WORKSHOP

18:00 - 19:30

Karina Lagarrigue & Florence Chabert d'Hières -
“Psychological safety”

13 NOV. 2025

9:00 - 10:00

Welcoming coffee and speeches

10:00 - 11:00

Plenary Session - Gabor Holch “3D Intercultural Negotiation: Space, Time and Body Language”

11:15 - 12:45 Workshops

Dr. Iris Wenck -
“Successful Negotiation:
Comparing Western, and
Eastern Strategies”

Linda Vignac -
“Negotiating Rules for
Effective Communication
in a Multicultural Team”

12:45 - 2:00

Lunch

2:00 - 3:00

Plenary Session - Dr. Lidia Wiśniewska “The Impact of Confucius Ethics on the Models of Disciplinary Proceedings in South Korean Higher Education: a framework of social negotiation”

3:15 - 3:45

Presentation by Master Students

4:00 - 6:00

Intercultural Negotiation Game Session

- Dr. Iris Wenck & Zoe Wenck - “Inclusive Intercultural Communication Game”
- Amna Ben Amara - “Intercultural Negotiation diversophy® game”
- Florence Chabert d’Hières - Escape game : “Apprendre à se connaître pour mieux négocier”

14 NOV. 2025

9:00 - 12:00 Workshops

Florence Chabert d'Hières
& Karina Lagarrigue -
"Navigating complexity in
intercultural negotiations:
identity, hidden diversity,
and sensory sensitivity"

Amna Ben Amara
& Dr. George Simons -
"Culture & Conflict
management and
resolution"

12:00 - 1:00

Lunch

1:00 - 2:00

Plenary Session - Pr. Claude Chastagner

"Pourquoi faire simple quand on peut faire compliqué :
de l'interculturel à l'interindividuel"

2:15 - 3:45

Presentations 3x20min

- **Pr. Frédérique Brossard Børhaug & Kerenina Kerazide Danshlom** - "From intercultural negotiation to biocultural negotiation: working with sustainability in intercultural communication"
- **Dr. Almash Sedeikhova** - "Strengthening Intercultural Competence among Future Translators and Specialists Participating in Intercultural Exchanges: the Case of the Kazakh National University Al-Farabi, Kazakhstan"
- **Maria Kramp** - "The role of Interpreters during Negotiation / Conversations"

4:00 - 4:30

Presentation by Master NPI Students

4:45 - 6:15 Workshops

Zoe Wenck - "Beyond
Hierarchy / Creative
Decision-Making and
Negotiation through
Performance-Based
Scenarios"

Mithun Mridha - "Bridging
Cultural Gaps: Managing
conflicts between Indian
and French teams in
Matrix Project
Environments"

7:30

Dinner - reserve and pay on registration

15 NOV. 2025

9:00 - 10:00

Coffee & Arbres à Palabres with Irénée Dembougé

10:00 - 11:30 Workshops

Mithun Mridha -
"Bridging Cultural Gaps:
Managing conflicts between
Indian and French teams in
Matrix Project Environments"

Ruth Ann Lake -
"Critical Elements in
Intercultural
Negotiations: The Trust
Factor"

11:45 - 12:45

Plenary Session - Professor Carlos A. Gonzalez -
Carrasco

"21st century transformational Up-Shift in Intercultural
negotiations and diplomacy"

1:00 - 2:00**Lunch****2:15 - 3:45****Presentations 3x20min**

- **Pr. Françoise Bleys** - “La médiation interculturelle : enseignements & pratique”
 - **Dominic Chamayou-Douglas** - “Le théâtre comparatif comme outil interculturel : comparaison entre la France & le Royaume-Uni”
 - **Benoit Théry** - “Cinq siècles de négociations interculturelles entre l’Europe & l’Afrique : l’exemple sénégalais”
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- **Dr. Lia Xia** - “Sensibilisation à la négociation interculturelle à travers des tâches basées sur les conflits en cours d’expression orale en CLE”
 - **Dr. Irina Postolachi Josan** - “Politiques éducatives & négociation interculturelle en Europe de l’Est : enjeux linguistiques, identitaires & géopolitiques en Moldavie, en Ukraine & en Roumanie”
 - **Ilham Sbaai** - “AI in Intercultural Negotiation: A critical literature review on efficiency vs. Cultural Depth”

4:00 - 5:30**Workshops**

Dr. Iris Wenck -
 “Successful Negotiation:
 Comparing Western, and
 Eastern Strategies”

Linda Vignac -
 “Negotiating rules for
 effective communication
 in a multicultural team”

8:00**Dinner - reserve and pay on registration**

OUR SPEAKERS



Amna Ben Amara

Amna Ben Amara is a researcher and consultant specializing in intercultural management, currently a PhD student at the University of Tours. She has taught numerous courses in American civilization and cultural studies at various institutions. She is actively involved in the diversophy® project, which develops educational tools to promote intercultural understanding. Amna Ben Amara is recognized for her

commitment to promoting intercultural dialogue and diversity in both academic and professional circles.

Françoise Bleys

Dr. Françoise Bleys is a Professor in intercultural mediation in French and English, specializing in intercultural development and internationalization at the University of Sherbrooke. Her career has taken her from Paris to Dakar and later Sherbrooke, teaching English and interculturality. For the past 25 years, she has been creating teaching resources and implementing training programs that contribute to the deployment of multilingualism, internationalization and openness to diversity in a college environment, on both sides of

the Atlantic. She is Director of the Language Center at the University of Sherbrooke, where she is in charge of the strategic plan dedicated to the development of intercultural skills. She has published numerous books and articles, supervises Masters and PhDs, and offers consulting and training to companies and institutions.



Frédérique Brossard Børhaug

Frédérique Brossard Børhaug is a Professor of Education at VID Specialized University in Stavanger, Norway. She holds a Ph.D. in education from the University of Oslo. Frédérique conducts research on intercultural education and didactics across various educational contexts. Her research focuses on antiracist values in French and Norwegian curricula, the Human Development and Capability Approach

(HDCA), and the inclusion of minority youth, as well as VaKE-didactics (Values and Knowledge Education) in intercultural teaching, bilingual learning, and education in the Anthropocene. Her teaching profile includes topics such as ecological transition and biocultural diversity, research methodology and values, competences for democratic culture, and intercultural didactics.

Carlos A. Gonzalez - Carrasco



Dr. Carlos A. Gonzalez Carrasco is a visiting research professor at ECOSUR Mexico and Adjunct Professor at the University of Nairobi, Kenya, specialized in Geo-Technologies, Digital Diplomacy, Geo-Politics, Digital Mental Health. With 35 years of practical global corporate experience, multidisciplinary academic attainments and 25 years of scientific research, he has conceptualised the anatomy of New Science, Sistema Sapien, and Human Conductivity as the new scientific foundations for the XXI SocioCultural and Human Empowerment Transformational Age.

Florence Chabert d'Hières

Florence Chabert d'Hières, cross-cultural trainer & intercultural coach serves a range of six-year-olds to top corporate managers. An international adoptee, she authored I'm a Citizen of the World, a book in French and English for expat families. She created the burger and the elephant metaphors to aid identity and global mindset development. As a Brain Gym Practitioner, she uses this tool to help people on the move reveal their potential. She is the founder of

Expat Village, a one stop shop to help French expats abroad. Florence has 20 years of expat experience in 9 countries, training and living as a Mum of three third culture kids. Florence is a member of SIETAR France and is based in London.



Dominic Chamayou-Douglas

Dominic Chamayou-Douglas is a PhD Researcher at the Universities of Kent (U.K.) and Lille (France) whose areas of interest include contemporary playwriting, narratology, translation theory and writing technology. He is a practicing playwright, theatre maker and translator whose work has been performed at various festivals and venues in the U.K. and France. He also co-founded and produced the Paris Fringe Festival, a multilingual international festival of contemporary theatre and performance.





Claude Chastagner

Claude Chastagner is Professor Emeritus at Université Paul-Valéry Montpellier, affiliated with the EMMA research group. He is interested in contemporary electric music and the music of ethnic communities in the United States. He is the author of La Loi du rock (1998 Climats), Révoltes et utopies : la contre-culture américaine des années soixante (2011 PUF), De la culture rock (2011 PUF), Des barrios aux bayous, musique populaire et identités aux Etats-Unis (2022 PUB). Creator and director of the Master NPI until 2022, he continues to be involved in the program while pursuing his activities as an international researcher and trainer.

Anne Crémieux

Anne Crémieux is a Professor at Université Montpellier Paul Valéry, affiliated with the EMMA research lab and the FEMME ANR project. She is head of the NPI Master. Her latest book is Now You See Her, How Lesbian Culture Won Over America (McFarland, 2023). She is part of the Rainbow Screen festival in Montpellier.



Irénée Domboué

Irénée Karfazo Domboué is a teacher and storyteller. He is from Burkina Faso and has lived in France for over 30 years. He lectures in schools and at the University of Montpellier. For several years now, he has been sharing tales of African culture from his native land with diverse audiences.

Grazia Ghellini

Currently President of SIETAR France, Dr. Grazia Ghellini holds a doctorate in English literature from the University of East Anglia (UK) and a degree in foreign languages and literature from the University of Bologna (Italy). She teaches intercultural negotiation, communication and management, inclusive leadership and global business at various universities and business schools in France and abroad. She also trains expatriates, international professionals and students in international mobility. Passionate about active, playful teaching and artistic mediation, she is the author and co-author of intercultural games such as the Game of Feelings, diversophy® Culturas and diversophy® Nouveaux Repères.





Gabor Holch

An expat since age 4, China-based since 2002 and working globally, Gabor Holch is an intercultural leadership consultant, coach, author and speaker who has served 100+ clients in 30+ countries. Gabor addresses the challenges and triumphs of international executives on East-West assignments: intercultural research, live cases and above all, stories of managers he advised, coached and interviewed over 20 years of consulting. He is the author of *Dragon Suit: The golden age of expatriate executives in China.*

Kerenina Kezaride Dansholm

Dr. Kerenina Kezaride Dansholm is an associate professor at VID Specialized University, Stavanger, Norway with a PhD in citizenship education from the University of Stavanger. She has an international background, growing up in Southeast Asia, with many years of project management experience in development and humanitarian organisations in East Africa and the Middle East. Her research interests include youth perspectives (environmental issues, citizenship and diversity, social media), decolonial perspectives, social justice and minority /indigenous perspectives. Her teaching profile includes sustainable development, research methodology, diversity and citizenship, and intersectionality.



Marja Kramp

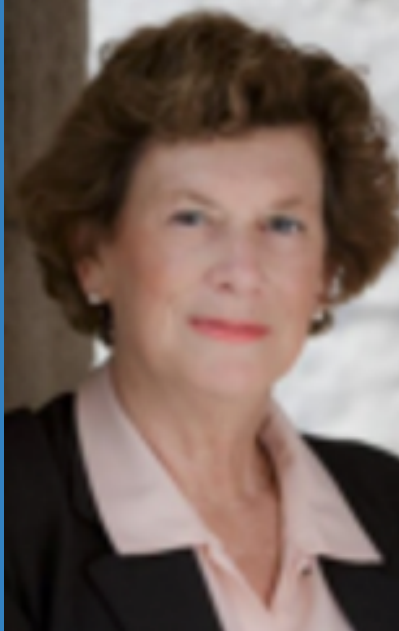
Marja Kramp obtained a Doctorandus (MA) in English Language and Literature - University of Amsterdam with minors in French and Drama. She worked as a Lecturer, Language Trainer, and Registered Interpreter. She conducted a Ph.D. research project for 4 years on the role of interpreters during conversations.



Karina Lagarrigue

Karina Lagarrigue is a psychologist, PhD candidate, and intercultural consultant specializing in the emotional and identity challenges of globally mobile individuals. With a background in counseling psychology, she supports expats, third culture kids, and cross-cultural couples in navigating transitions, grief, and belonging. Her research explores sensory processing sensitivity and its impact on adaptation and resilience. As the founder of Expat World Psychologist, Karina offers therapy and training that bridge neurodiversity, cultural complexity, and emotional safety. A lifelong expat and mother of two, she brings both personal insight and professional expertise to her work.





Ruth Ann Lake

After over 25 years in Italy, Ruth Ann Lake has been based in Nice, France for the last 10 years. She is a consultant and facilitator in the Management Development field in Europe and around the world. Her fields of expertise include Cross Cultural Team Building, Leadership and Change Management, Intercultural Negotiations and Influencing in Your Organization. Her book on the Art of Intercultural Negotiation was published in Italy by Franco Angeli Editore

Xia Li

Dr. LI Xia holds a PhD in the didactics of Chinese as a foreign language and culture. She is affiliated with the LIDILEM research lab at the University of Grenoble Alpes, with academic backgrounds in language didactics and business management from Grenoble IAE. Between 2022 and 2024, she taught Chinese to Applied Foreign Languages students at Sorbonne University. Since 2020, she has worked independently as a trainer, delivering over 1,500 hours of

Chinese language and culture training to a diverse adult audience. Her research and practice focus on integrating communicative tasks into Chinese language courses to enhance learners' linguistic, communicative, and professional skills, effectively bridging language education with the business world.



Mithun Mridha

Mithun Mridha is a PPM Expert, Organizational Transformation Consultant and Agile Coach within Capgemini's Business Transformation Expertise Centre in Paris. He helps senior executives foster strategic alignment, improve project performance, and develop future leaders. He has served multinationals from diverse sectors, travelled extensively, and lived and worked for long periods in four countries. Mithun has taught International Business, Intercultural Management and Project Management at many European Business Schools including ENPC - ParisTech, Paris Dauphine, ESSCA, EM Normandie and Freie Universität Berlin.



Irina Postolachi Josan

Dr. Irina Postolachi-Josan is French and Romanian. She is President of the Cultural, Educational and Artistic Association “Pro Lingua – France Moldavie”, based in Paris. She holds a doctorate in Didactics of Languages, Texts and Cultures from the Université Sorbonne Nouvelle – Paris 3. Her work and research in language and cultural didactics, sociolinguistics and ethnolinguistics

highlight the importance of cultural diversity in the transmission of knowledge and the development of language policies. She teaches at numerous public and private higher education establishments in France, Belgium, Germany, Bulgaria, Romania, Ukraine and the Republic of Moldova. She also runs socio-cultural and intercultural workshops for various associations. She is a member of the Board of Directors of SIETAR France

Ilham Sbaai

Ilham Sbaai is a PhD candidate in International Business at Ibn Tofail University, specializing in the determinants of firm internationalization. Her research explores how cultural, institutional, and network-based factors—including psychic distance, cross-cultural negotiation dynamics, and global networking strategies—shape firms’ international market entry and expansion.



Almash Sedeikhova

Dr. Almash Seidikenova is Associate Professor at Al-Farabi Kazakh National University in Almaty, Kazakhstan, with the MIMOC research group, and presently a guest lecturer in Russian at the University of Poitiers (2024-25). She has contributed to the development of diplomatic translation curricula and has a solid expertise in communication, negotiation and international relations, translation and interpreting (Kazakh, Russian, French, English, Turkish). Her

research interests include the anthropology of communication, intercultural management, the internationalization of education, citizenship, comparative linguistics, translation, cultural and national identity, and cultural diplomacy.



George Simons

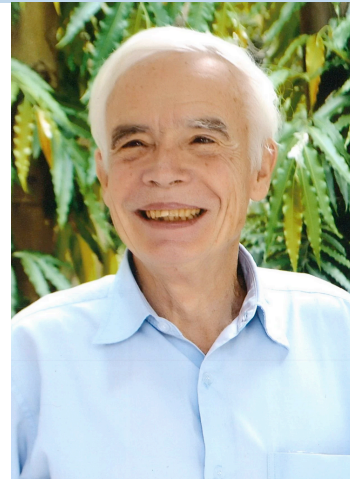
Dr. George Simons is a consultant and trainer specializing in diversity, intercultural communication and negotiation. He holds an MA from Notre Dame University and a psychology doctorate from Claremont Graduate School. He has delivered extensive intercultural negotiation training for numerous corporations, humanitarian NGOs, and for the Asian Development Bank, designed and conducted leadership coaching for managers working in BNP Paribas Bank and in the United Nations High Commission for Refugees (UNHCR).

Creator of the diversophy® series of intercultural learning tools, he has developed online and customized over 140 of these training games. Born in the USA, he has lived in Germany, The Netherlands, and currently in France, and has worked in over 55 countries. He speaks fluent English, German, French, Spanish, some Dutch, Russian, Indonesian and Italian.

Benoit Théry

Benoît Théry has led a career as a consultant in the “geopolitics of human resources” for international companies, public institutions for economic development, and NGOs, mainly in Africa, and has taught intercultural management in Africa at various institutions in France (Paris-Dauphine, Ecole de Management de Normandie). He was President of SIETAR France from 2018 to 2022. He is the author of numerous publications, including *Manager dans la diversité culturelle*

(Editions d'organisation, 2002), *Développer les RH à l'international, pour une géopolitique des ressources humaines* (Dunod, 2011) and *Le management interculturel en Afrique, la renaissance* (Editions Management et Société, 2020).



Linda Vignac

Member of the Board of SIETAR France, Linda Vignac, is a Franco-American pedagogue, teacher trainer and facilitator. She has lived and worked in France for over 30 years and devoted her career to creating training programs and activities. She designed and delivered intercultural training programs for firms such as Total, Gdf-Suez, France Telecom, Comité Colbert, Alcatel, Coca Cola, Techno, IP, MBDA as well as universities and business schools.

In an active retirement today, Linda creates and facilitates intercultural communication workshops and seminars for a wide variety of sectors. Much of her work is in helping new arrivals adapt to the specificities of living and working in France. She is a member of the steering committee and facilitator on SIETAR France's Train the Intercultural Trainer program.

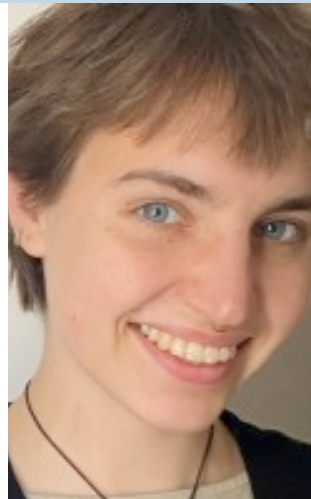


Iris Wenck

Dr. Iris Wenck has been a management consultant for over 20 years, specializing in change management, intercultural communication, and leadership development, with cross-industry experience. With a degree in Psychology, a Ph.D. in Economics, and a systemic consulting certification, she developed her expertise at McKinsey & Company, Deutsche Bahn AG and Deutsche Welle, where she worked on international projects such as post-merger integration and the development of practical leadership training programs. She teaches communication, conflict mediation, and large-group facilitation at various universities.

Zoe Wenck

Zoe Wenck is a facilitator specializing in group decision-making, intercultural communication, and non-hierarchical collaboration. She integrates tools from theater and performance art, conflict resolution, and political education to explore creative alternatives to conventional negotiation structures. She has led workshops on alternative decision-making models and collective problem-solving in educational and professional settings. Her current research examines how theater-based approaches can enhance intercultural sensitivity.



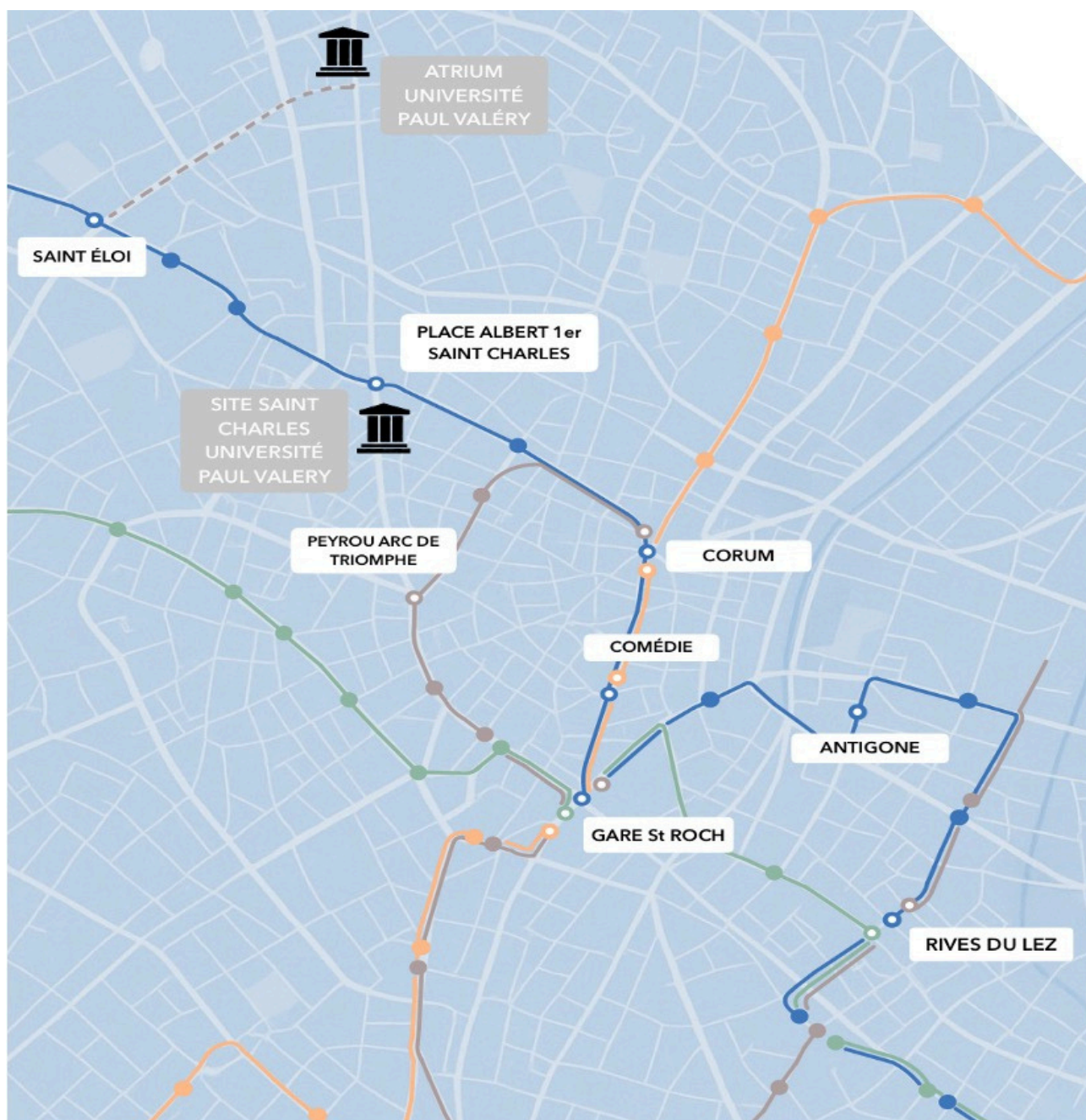
Lidia Wiśniewska





Dr. Lidia Maria Wiśniewska is vice-president of SIETAR France and president of SIETAR Polska. With over 20 years of experience abroad, she is an interdisciplinary researcher, educator, and evaluator. She holds an international PhD from the University of Granada (Spain), focusing on evaluating internationalization and intercultural competence development across global campuses, in Asia (South Korea), Europe (Sorbonne, Federico II, Paris), and the USA (U. of Michigan). She is a research Professor at the Pontifical Catholic University of Peru and CENTRUM PUCP Business School (Peru). Her work connects academia, education policy, culture, diplomacy, and critical thinking through projects like diversophy® Ambassador, The Cultural Ambassadors and ISAIAS.

Master NPI students


Most NPI Master students hold a Bachelor's degree in languages, economics and law. They study two languages (Arabic, Chinese, English, German, Greek, Italian, Portuguese, Russian, Spanish) and learn to navigate cultural differences, negotiate in an intercultural context, work in teams, give presentations, and conduct professional projects. They graduate after a six months internship and the defense of their internship report. Their two presentations and the planning of the conference are part of their curriculum, in line with the real-life skill acquisition approach of the NPI Master.





			
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Mosson <-> Odysseum	Saint-Jean de Védas <-> Jacou	Juvignac <-> Mosson <-> Lattes <-> Pérols	Garcia Lorca <-> Garcia Lorca

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 tram 1 – stop **Albert 1er**
– **Saint Charles**

GO TO ATRIUM UNIVERSITÉ PAUL VALÉRY

 tram 1 – stop **Saint Éloi** +  15 min

INTERCULTURAL NEGOTIATION

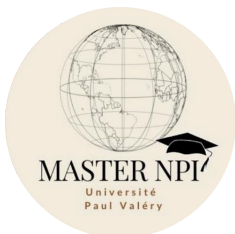
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University of Montpellier-Paul Valéry
13 - 14 - 15 Nov. 2025

FOR FURTHER INFORMATION, PLEASE CONTACT :

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