OMNIGLOTZZZ 4.0
A Culture Code Contest for PGDM IB 21-23
Faculty Mentor: Prof Saloni Sinha
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BIMTECH BIRLA INSTITUTE OF MANAGEMENT TECHNOLOGY
Excellence with Values

OMNIGLOTZZZ 4.0 A Culture Code Contest for PGDM IB 21-23		
Institution Name	Birla Institute of Management Technology, India	
Project Title	**Enhancing Cross Cultural Intelligence through Negotiation Skills Skit**	
Key Personnel	Assistant Professor, Saloni Sinha, Faculty-Business Communication Area	
Course	Post Graduate Diploma in Management International Business, Batch of 2021-23	Trimester 2 (Dec 2021)
Core Subject & Module	ITO	
Assignment Duration	(Dec.17-24, 2021)	

Alignment with Vision Mission Values (VMV) of BIMTECH

Contest **Negotiation Skills Skits** **UNLOCKING Soft skills of 2030**	The batch has to present cross cultural Negotiation Skills Skits. The class has been divided into six groups. They have been assigned countries and are expected to present the dont's during negotiation through a skit of five-minute duration. Group 1 America Group 2 Japan Group 3 United Kingdom Group 4 UAE Group 5 Italy Group 6 Russia They will be evaluated by eminent panel of jury members from bureaucracy, academia or industry who have rich experience of working in cross cultural settings. The evaluation parameters are: 1. Story, Setting and Script 2. Acting and dialogue delivery 3. Team coordination (On stage and Off stage) 4. Back stage management 5. Time management

BIMTECH was established in 1988 under the aegis of the Birla Academy of Art and Culture.

This project takes forward the ethos of BIRLA legacy by integrating theatre based learning.

The project is aligned with the following **VMV of BIMTECH**:

Mission
- To be the **preferred choice for students, faculty and recruiters**.
- To **create and disseminate knowledge in global context**.
- To **imbibe entrepreneurial culture through curriculum, pedagogy, research & mentoring**.
- To **equip students for global business leadership**.
- To develop faculty as global thought leaders.
- To **ingrain ethics, sustainability and inclusive growth in all its activities**.

Vision
Developing **ethical leaders** with entrepreneurial and **global mindset** striving for sustainability and **inclusive growth**

Values
- **Ethics and Integrity**
- Sustainability and Transparency
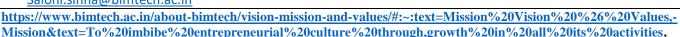- **Innovativeness** and **Entrepreneurship**

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https://www.bimtech.ac.in/about-bimtech/vision-mission-and-values/#:~:text=Mission%20Vision%20%26%20Values,-Mission&text=To%20imbibe%20entrepreneurial%20culture%20through,growth%20in%20all%20its%20activities.

| Theme

FUTURE SKILLS

FUTURE READY

HUMAN SKILLS | **In the era of machine taking over functional roles, OMNIGLOTZZZ 4.0 Culture Code Contest aims to develop cultural intelligence and human skills (soft skills) amongst the students of International Business.** Soft Skill differs from hard or technical skills, which are role-specific.

According to Deloitte, "soft skill-intensive occupations will grow at 2.5 times the jobs in other fields and account for two-thirds of all jobs by 2030. The statistics on soft skills can be fascinating because they are traditionally seen as inferior to hard skills. This is possible because hard skills in comparison to soft skills have always been easier to evaluate and measure. Even while pursuing higher education, hard skills such as literacy and numeracy are routinely assessed. But teamwork, collaboration, and resilience? Not so much.

The shift of businesses to automation will severely displace human jobs and make hard skills obsolete quickly. As the nature of work is rapidly transforming, companies must fine-tune employees' social and emotional abilities that machines cannot replicate. For instance**,** organizations fostering diversity need people with high emotional intelligence to embrace inclusivity."
Human or Soft skills fall into the following categories:

• Communication and negotiation skills
• Interpersonal skills and empathy
• Leadership and team management skills
• Entrepreneurship and adaptability
• Continuous learning abilities (Life Long Learning)
• Training skills (self-initiated learning)

https://www2.deloitte.com/au/en/pages/economics/articles/soft-skills-business-success.html |
| **Objective**

Inculcate Soft skills of 2030 | Soft skills include innate personality traits and abilities that can be learned. Here is the rundown of vital soft skills that will bring a paradigm shift in ways businesses will function:

1. **The 4 C's-**The learning skills of the 21st century are frequently referred to as "4 C's," which include critical thinking, creative thinking, communicating, and collaborating.

• **Critical Thinking-** taking an inside-the-box, logical, or analytical approach.
• **Communication-**With the rise of remote working, communication nowadays is increasingly being carried out through video conferences, recorded talks, podcasts, webinars, presentation skills etc.
• **Collaboration** Employees with collaborative ability are more likely to engage better with team members and achieve objectives and projects on schedule.
• **Creativity** Workplace creativity is essential for innovation and can be used at all levels. Ability to think beyond the box is an asset for the growth of any organisation and fosters a competitive edge. |

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2. **Contextualized intelligence (CI)** By 2030, A.I. will become more pervasive, and information will become even more attainable than today. However, machines will still not match human intuition, judgment, and empathy.

3. **Cognitive flexibility (CF)** Those who have the capacity to adapt to the change frequently and productively work on multiple tasks all at once demonstrate traits that reside in multi-taskers and which are also appreciated by employers. C.F. is occasionally referred to as task switching. People with greater C.F. are more likely to adjust quickly when initial plans alter, obstacles arise, and are often better at fixing problems.

4. **Social and emotional intelligence (EI)** For everything that digital technologies and artificial intelligence can replace, emotional and social intelligence remain innately human. Moreover, as we move towards a globalized society, being aware of and considerate of cultural differences has also become a part of the emotional intelligence mix. Possessing these qualities helps us to work in collaborative environments, become increasingly diverse and inclusive, and get the best results from everyone.

5. **Leadership skills** Every successful business is a result of two key factors- a strong, level-headed leader and the team. Thus, exemplary leadership skills that can steer the team through success by leading by example is the need of the hour. In addition, leadership skills help guarantee the project's and team's progress, bolstering processes and people to help organizations achieve their goals.

6. **Entrepreneurial mindset -**With more technology-led jobs in the future, it will be required to stay proactive and showcase their interpersonal skills. This will increase the entrepreneurial abilities of creativity, agility, and decision-making and have a visionary mindset so that they think of the organization as their own and work efficiently to deliver maximum output.

7. **Problem-solving** Employees with problem-solving skills are more likely to autonomously carry out their responsibilities and surmount challenges intelligently, quickly, and efficiently.

8. **Negotiation and persuasive skill** Negotiation skills consist of strong interpersonal and communication skills that help maintain good relationships with clients and foster business profitability.

9. **Lateral thinking skill** In an era of continual change and industrial transformation, lateral thinkers resolve problems with an innovative approach-develop a new idea from one known idea.

10. **Work ethic and integrity** A strong work ethic will help one build a positive relationship with one's employer, seniors, and colleagues, even if one is new in any organization and are still developing technical skills.