

## Foundation of our time together: Cultural Intelligence

Cultural intelligence (CQ) is a set of capabilities and skills that enables leaders from outside a culture to interpret unfamiliar behaviors and situations as though they were insiders to that culture.

Culturally intelligent leaders can identify behaviors that are universal to all humanity, behaviors that are cultural, and behaviors that are unique to a particular individual or situation.

CQ is composed of four key capabilities:

**Motivational CQ** — the leader's level of interest, drive or energy to adapt cross-culturally.

**Cognitive CQ** — the degree to which leaders understand the idea of culture and how it shapes the way we think and behave.

**Metacognitive CQ** — the degree to which leaders use cognitive knowledge to plan an appropriate strategy, interpret what is going on and check to see whether one's expectations are accurate in any given situation.

**Behavioral CQ** — the leader's ability to act appropriately in any given cultural situation, especially the ability to know when to adapt to another culture and when not to.

Herb Palmer shared a grid showing different cultural values between people living in poverty, the middle class, and the wealthy. While the chart was informative, it spurred a stimulating conversation: Who gets to put their chart in front of us? Which culture gets to create the grid? Different cultures start with different values. We're not listening to one another. We're letting others define us. So how do we encourage listening to one another? We talked about "power," who has it and why.

Justo Gonzalez presented fecund lectures on culture: Cultures bear in themselves the sign of sin. Should we try to obliterate cultures or encourage them? Is sameness our goal, or unity? The fact that we have 4 diverse gospels is a gift; four perspectives on the one event. The cultures of the south don't need the garb/dress of the north. Don't need the same leaders, formed the same way in the same schools. Holy Spirit needs to guide us into new ways.

What does this mean for theological education? For roughly 15 centuries the church functioned without seminaries. What would it be like if we looked at how leaders were formed in the first 15 centuries? What if we didn't pull people out of their cultures, but rather put seminary education in the middle of the world? Why is the university the model for a seminary? Why can't a professor also be a pastor of a worshipping community?

### Outcomes

In looking back and looking forward, we talked about what theological education might look like in the Covenant Cluster based on the data shared with us by Herb and Justo. How has it affected our curriculum in our seminaries? How does it affect our relationship to lay theological education? We discussed the possibility of meeting with one or both of the other clusters in the future, and/or meeting in conjunction with the Lifelong Learning Partners event. We discussed the forthcoming lay missional centers. We were told that by next year the ELCA will be moving toward concrete recommendations.

Looking toward next year:

### General Theme

- Missional Imagination
- What is a missional leader?
- Missional centers

### Methodology

- Long Term Cross Cultural Commitment
- Build on this year
- Must be about networking "Doing things better together."

**Invited Partners**

- Invited representatives from Eastern Cluster and Western Mission Cluster to 2013 gathering
- Plan now for a possible joint meeting of all clusters several years down the road
- After the theme is nailed down, then the groups to invite become clear. The brochure needs to be absolutely clear about the purpose, so groups know if they are welcome.

**Location**

- Return to LSPS?
- No date selected by this group. Probably in February again. Left to planning team.