

Abridged Version: The COME Method™

A scientifically grounded model for meaningful cultural integration

Culture-Oriented Migration Empowerment (COME™) is a structured method for the integration of international talents, developed by the Inside Culture Academy. It builds on established theories from intercultural studies, pedagogy, and migration psychology – and translates them into a digital, practical learning approach.

COME™ does not view integration as mere adaptation, but as an active learning process that helps individuals feel safe, competent, and connected – in everyday life, in their studies, and at work.

Why a new method?

Despite many initiatives, studies show that integration often fails in practice. International students and skilled workers experience disorientation, cultural misunderstandings, social isolation, or emotional insecurity.

Traditional measures – such as language courses, visa advice, or informational brochures – are important but fall short.

COME™ fills this gap by providing:

- Structured guidance
 - Digital learning modules
 - A holistic approach to cultural, social, and personal integration
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The COME Model: Four Phases for Sustainable Integration

COME™ is built around four successive phases – each addressing a key dimension of integration:

1. Understand – Orientation & Knowledge

Participants learn about cultural norms, expectations, systems, and daily life in Germany – such as communication, time culture, bureaucracy, housing, and healthcare.

2. Reflect – Self-reflection & Perspective Shift

They reflect on their own cultural background, expectations, and automatic responses. The goal is realistic expectation management and greater cultural empathy.

3. Apply – Practical Application in Daily Life

Cultural knowledge is translated into action: job applications, communication, flat hunting, or doctor visits. Exercises, simulations, and checklists foster practical confidence.

4. Belong – Belonging & Participation

Integration is not complete until people feel emotionally connected. This phase focuses on social networks, trust, active participation, and recognition.

Scientific Foundation

COME™ is based on proven concepts and recognized theories from intercultural competence, education, and learning psychology – including:

- Intercultural Competence (Deardorff)
- Acculturation Models (Berry)
- Social Integration (Esser)
- Empowerment Pedagogy (Freire)
- Transcultural Didactics (Welsch)
- Transformative Learning (Mezirow)
- Experiential Learning (Kolb)
- Communities of Practice (Wenger)

These frameworks are combined, further developed, and transformed into a digital learning model that supports integration in a structured, practical, and scalable way.

Implementation: CORE™ – Cultural Onboarding Resources & Experience

The practical implementation of the COME Method takes place through the digital platform **CORE™** – an interactive learning system featuring over 250 content modules, reflection tools, real-life training elements, and community-based learning formats.

Target groups include:

- International students
 - International professionals
 - HR departments & recruiters
 - Universities & orientation programs
 - Welcome centers & integration initiatives
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Application & Compatibility

COME™ can be flexibly integrated into existing structures – as a complementary element to:

- BAMF integration courses
 - Erasmus+ / DAAD initiatives
 - IQ networks
 - SME onboarding processes
 - Triple Win or GIZ preparation programs
 - CSR and diversity initiatives
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Conclusion

COME™ is more than a learning model – it's a contribution to genuine, long-term integration. It connects theory with practice, information with identity – and fosters a sense of belonging for people who want to contribute to shaping Germany.

Legal Notice on the Use of the COME Method™

The COME Method™ (Culture-Oriented Migration Empowerment) is a proprietary model of the Inside Culture Academy.

It was developed by **Dr. Tanja Kähni** and **Katharina Wittig**.

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