

Principle in International Team Management

EM1F4M51B1

Semester

B

Discipline

Human resources

Contact hours

27 H

Number of spots

45

Open to visitors

Yes

Language



Coordinator

Hélène LANGINIER



List of lecturers

| Lecturer(s) | Email | Contact hours - lecture |
|------------------|--|-------------------------|
| Hélène LANGINIER | helene.langinier@em-strasbourg.eu | 27 h |

Pedagogical contribution of the course to the program

No educational contribution associated with this course for this program.

Description

"Think global, act local" is a complex challenge that a vast majority of local and international managers alike are facing in the 21st century. This course will address topics such as cultural differences and their role in the management of organizations and teams as well as aspects related to international organizational behavior, human resource management, leadership, workforce and team diversity, communication, decision making and conflict resolution. Various trends in these areas as well as a number of challenges for managers of international teams will also be discussed. By the end of this course, students will have acquired relevant knowledge and insights into the management of international workforce / teams and the related implications for international organizations.

The goals of this course are:

- to offer students a thorough understanding of managerial processes taking place in international organizations;
 - to develop students' ability to identify and discuss relevant management situations involving international teams of employees collaborating in a global environment;
 - to help students develop a global mindset and acquire critical thinking skills, like an international business manager;
 - to enhance students' awareness with respect to various international management issues;
 - To encourage students to engage in self learning and reflection through practical experiences through work in diverse teams
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Teaching methods

Face-to-face

- Lectures

In group

- Exercises
- Oral presentations
- Projects
- Case studies/texts

Interaction

- Discussions/debates

Others

No items in this list have been checked.

Learning objectives

Cognitive domain

Upon completion of this course, students should be able to

- - (level 1) recognize and explain the role of culture and its related implications in international management
 - - (level 1) describe review and summarize various ways and principles of motivating people in global environments
 - - (level 2) distinguish among the managerial roles in organizations, highlighting the importance of leading teams/groups.
 - - (level 3) discover the fundamental notions about work teams and their behavior within an international context
 - - (level 3) demonstrate the ability to communicate and contribute efficiently in an international environment
 - - (level 4) examine and understand communication processes in teams; and interpret human behavior in international organizations
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Affective domain

Upon completion of this course, students should be able to

None affective domain have been associated with this course yet

Outline

SESSION 1:

- Course Overview, Introductions, Team Formation, Assignments
- "The role of Culture in international management"
- Discovering French culture

SESSION 2:

- "Introduction of the concepts of 'teams' and 'groups'"
- Team dynamics

SESSION 3:

- "International teams - Fundamentals"

SESSION 4:

- "Communication: Enhancing effective communication in organizations"
- "Understanding human behavior in organizations"

SESSION 5

- "Motivating people in a global environment"

SESSION 6

- Developing Intercultural skills

SESSION 7

- Expatriation

- Final team project presentations
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No prerequisite has been provided

Knowledge in / Key concepts to master

There are no prerequisites for this course. However, genuine student interest in international management and organizational behavior issues is desirable.

Teaching material

Mandatory tools for the course

No items in this list have been checked.

Documents in all formats

- Photocopies
- Newspaper articles
- Case studies/texts
- Worksheets

Moodle platform

- Upload of class documents

Software

No items in this list have been checked.

Additional electronic platforms

No items in this list have been checked.

Recommended reading

Main reading material

Barmeyer C and Davoine E (2019) Facilitating intercultural negotiated practices in joint ventures: the case of a French-German railway organization. *International Business Review* 28(1): 1-11.

Belbin, M. R. (2010). *Management Teams: Why They Succeed or Fail*. Oxford: Elsevier.

D'Iribarne P, Chevrier S, Henry A, et al. (2020) *Cross-Cultural Management Revisited. A Qualitative Perspective*.

Additional literature

Various other resources (suggested in class): relevant books, book chapters, articles and case studies discussing multiple themes related to international management and teams.

EM Research: Be sure to mobilize at least one resource

Textbooks, case studies, translated material, etc. can be entered

Article

Bonache, J., Langinier, H., & Zárraga-Oberty, C. (2016). Antecedents and effects of host country nationals negative stereotyping of corporate expatriates. A social identity analysis. *Human Resource Management Review*, 26(1), 59-68

Langinier, H., & Froehlicher, T. (2018). Context matters: Expatriates' adjustment and contact with host country nationals in Luxembourg. *Thunderbird International Business Review*, 60(1), 105-119

Assessment

List of assessment methods

Intermediate assessment / continuous assessment 1 Other (date, pop quiz, etc.) : Toutes les sessions

Oral / Individual / English / Weight : 10 %

Details : In class participation

This evaluation is used to measure LO1.1, LO3.1

Intermediate assessment / continuous assessment 2 Class no. Seance 5

Written (10 Min.) / Individual / English / Weight : 40 %

Details : Account of international experience in France

This evaluation is used to measure ILO3.1-BAI, ILO4.1-BAI, ILO4.2-BAI

Final evaluation Last class

Written and oral / Group / English / Weight : 50 %

Details : Final team project presentation

This evaluation is used to measure LO1.2, LO3.1, LO3.2, LO3.3