

Intercultural Management - gr.1

EM054M2NA1

Semester

A

Discipline

Human resources

Contact hours

27 H

Number of spots

45

Open to visitors

Yes

Language



Coordinator

José Luis VALLEJO GARCIA



List of lecturers

Lecturer(s)	Email	Contact hours - lecture
José Luis VALLEJO GARCIA	jose.vallejo@em-strasbourg.eu	27 h

Pedagogical contribution of the course to the program

No educational contribution associated with this course for this program.

Description

This course is designed to raising awareness of cultural differences and to enhance intercultural sensitivity. The main goal of this course is to provide students with the knowledge and concepts necessary for solving practical problems when managing people from different nationalities, by describing, analysing and discussing real examples that illustrate such concepts.

Teaching methods

Face-to-face

- Lectures

In group

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

Interaction

- Discussions/debates
- Games (educational, role play, simulation)
- Personal accounts

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** international teams - beyond cultural differences
- - (level 2) **Explain** working in international teams
- - (level 3) **Demonstrate** leading international teams: a new discipline?
- - (level 4) **Analyze** team effectiveness in multinational organizations

- - (level 5) **Develop** designing and forming global teams
 - - (level 6) **Evaluate** challenges of international management teams
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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

- Globalization and Culture
- Introduction to Intercultural Communication

SESSION 2

- Negotiating Across Cultures
- Conflict Across Cultures

SESSION 3

- Cultural Complexity
- Psychology of Culture

SESSION 4

- Cultural Intelligence
- Intercultural Competence

SESSION 5

- Management of Multicultural Teams
- Organizational Culture

SESSION 6

- Understanding Diversity
- Religion and Spirituality in the Workplace

SESSION 7

- Ethics and Culture
- Culture and Corporate Social Responsibility

No prerequisite has been provided

Knowledge in / Key concepts to master

Students must have basic knowledge on management and international business. Culture and its Characteristics, Cultural Understanding and Sensitivity, Global Communication, Variables in the Communication Process, Conflict Resolution and Negotiations, Changing Organizational Culture, Defining Cultural Diversity, Ethical Behavior in the Global Workplace.

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

No items in this list have been checked.

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

Adler, N. J. (2002). Multicultural Teams. International Dimensions of Organizational Behavior. South Western-Thomson Learning. Canada, pp. 133-163.

Moran R. T., Abramson, N. R. and Moran S. V. (2014). Managing Cultural Differences. Routledge; 9 edition.

Thomas, D. C. (2008). Cross-Cultural Management: Essential Concepts. SAGE Publications, Inc; 2nd edition.

Vallejo García J. L. (2015). Intercultural Competence: A Conducive Factor of Managers' Readiness for Organizational Change. Verlag Dr. Kovac.

Additional literature

Distefano, J. J. and Maznevsky, M. (2000). Creating value with diverse teams in global management. Organizational Dynamics. Vol. 29, No. 1. pp. 45-63.

Phillips, N. (1993). Creating teams / managing teams / dealing with disruption. Managing International Teams. Financial Times. Pitman Publishing. London.

Uber Grosse, C. (2002). Managing communication within virtual intercultural teams. Business Communication Quarterly. Vol. 65, No. 4 (December). pp. 22-38.

EM Research: Be sure to mobilize at least one resource

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

No reading material has been provided.

Assessment

List of assessment methods

Intermediate assessment / continuous assessment 1 Other (date, pop quiz, etc.) : To be determined

Oral (10 Min.) / Individual / English / Weight : 30 %

This evaluation is used to measure ILO1.1-PGE, ILO1.2-PGE, ILO1.3-PGE

Intermediate assessment / continuous assessment 2 Last class

Written / Individual / English / Weight : 30 %

This evaluation is used to measure ILO2.1-PGE, ILO2.2-PGE, ILO2.3-PGE

Final evaluation Last class

Oral (20 Min.) / Group / English / Weight : 40 %

Details : The groups will be configured at the beginning of the semester.

This evaluation is used to measure ILO2.4-PGE, ILO3.1-PGE, ILO3.2-PGE, ILO4.1-PGE, ILO4.2-PGE