

Intercultural Management - gr.1

EM054M2NA1

Program

PGE
Visitants

UE

Intercultural Management

Semester

A

Discipline

Human resources

Contact hours

27 H

Number of spots

45

ECTS

5

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

Développer un management à impact grâce aux connaissances et aux outils les plus récents dans les domaines du management

Design solutions adapted to organizational problems by applying relevant methodologies

Développer des compétences managériales de niveau avancé se traduisant par un leadership responsable

Co-build a managerial and organizational culture through collaborations and team projects

Effectively argue his ideas orally and in writing with a professional posture

Adopt a responsible leadership posture by being an actor in its own development and that of its teams

Pratiquer un management à impact dans un environnement multiculturel et international, porté par un "European mindset"

Communicate in a professional context in (foreign) languages, in writing and/or orally

Formulate solutions to organizational challenges in a multicultural and international context, driven by a "European mindset"

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
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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 1Other (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 2Last class

Written / Individual / English / Weight : 30 %

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

Final evaluationLast 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