



APPLIES TO ACADEMIC YEAR 2015/2016

GRA 8167 Intercultural Management

Programme

Executive MBA 2015/2016 - Core courses

Responsible for the course

Laura E Mercer Traavik

Department

Department of Leadership and Organizational Behaviour

Term

According to study plan

ECTS Credits

4

Language of instruction

English

Introduction

In today's global, highly interrelated and interdependent world, international leaders must be able to manage people from various backgrounds, nations and cultures effectively. A successful leader requires knowledge of differences and similarities across cultural contexts as well as interpersonal competencies and self insight. In the course we explore the complexities and nuances of culture and management and cover the critical areas of motivation, communication, relationships, and negotiation and address organizational level issues related to human resource management and leadership.

The course is designed to help you understand and analyze the critical elements and processes in intercultural management. By using roles plays and cases you will have the opportunity to learn through doing, and the possibility to investigate your own talents, skills, and weaknesses. In addition, we will build on the international and intercultural experiences of the class in order to illustrate both best practices and common pitfalls.

Learning outcome

Acquired knowledge:

- I. Definition of culture and overview of the concepts and research on cross cultural management
- II. Intercultural issues related to motivation, international human resource management, and interpersonal competencies
- III. Negotiation strategies and tactics in an international context

Acquired skills:

- I. Apply knowledge about culture and management to intercultural work situations
- II. Apply interpersonal skills based on cross cultural understanding for effective group and organizational processes
- III. Apply negotiation frameworks to effectively manage diverse groups and resolve conflict

Reflection:

- I. Your own cultural assumptions
- II. Ethical considerations in intercultural management
- III. How others see you

Prerequisites

Granted admission to the EMBA programme.

Compulsory reading

Books:

Richard Mead, Tim G. Andrews. 2009. International Management. 4th Edition. Wiley-Blackwell
Thompson, Leigh L. 2008. The truth about negotiations. Pearson Education Ltd.

Recommended reading

Course outline

1. Introduction to Intercultural management
2. Overview of the concepts and research on cross cultural management
3. Intercultural communication, motivation, and culture at work
4. International human resource management and organizational issues

5. Developing interpersonal skills for the international arena
6. Intercultural negotiation
7. Identification of the central mechanisms in a negotiation and negotiation strategies and tactics
8. Intercultural management: summing up and self evaluation

Computer-based tools

It's Learning

Learning process and workload

1 ECTS credit corresponds to a workload of 26-30 hours.

Attendance to all sessions in the course is compulsory. If you have to miss part(s) of the course you must ask in advance for leave of absence. More than 20% absence in a course will require retaking the entire course. It's the student's own responsibility to obtain any information provided in class that is not included on the course homepage/ It's learning or other course materials

Examination

The course evaluation will be based on:

- In class activities and presentations throughout the module, counting 40 %
- Individual written assignment, counting 60 %.

This is a course with continuous assessment (several exam elements) and one final exam code. Each exam element will be graded using points on a scale (e.g. 0-100). The elements will be weighted together according to the information in the course description in order to calculate the final letter grade for the course.

Specific information regarding student evaluation beyond the information given in the course description will be provided in class. This information may be relevant for requirements for term papers or other hand-ins, and/or where class participation can be one of several elements of the overall evaluation

Examination code(s)

GRA 81671 - Continuous assessment; accounts for 100 % to pass the course GRA 8167, 4 ECTS credits

The course is a part of a full Executive Master of Business Administration Program and all evaluations must be passed to obtain a certificate for the degree.

Examination support materials

Re-sit examination

Re-takes are only possible at the next time a course will be held. When course evaluation consists of class participation or continuous assessment, the whole course must be re-evaluated when a student wants to retake a exam. Retake examinations entail an extra examination fee.

Additional information