

Course:	MGMT 6100 Cross-Cultural Management: Developing Inter-cultural Competence
Credits:	2 credits
Prerequisites:	MBA Student

Description

Companies compete in an increasingly inter-connected global business environment, and growth opportunities for many firms are highest in foreign and developing economies. Following these trends, managing across borders and cultures has become the norm in many organizations, even for managers who never take an international assignment. In addition, career mobility and a global talent market has resulted in considerably more cultural diversity in many domestic organizations. As a result, work increasingly involves interaction and collaboration with individuals and groups of people from culturally diverse backgrounds. Together, these trends make intercultural competence crucial in today's global business setting. Intercultural competence, a human aspect of business, is just as important as technical aspects, and if not understood and managed well, cultural differences can pose significant barriers to personal and organizational performance.

Objectives

1. To facilitate students' personal growth and development through experience, self-examination, and external feedback
2. To gain an understanding of societal culture and develop analytical skills in diagnosing cultural differences
3. To develop awareness of culture's influence on your own and others' cognitive and affective processes, behaviors, and practices.
4. To cultivate knowledge and behavioral skills to increase your effectiveness in global work

Learning Outcomes

The emphasis of this course is on people-related (i.e., psychological and behavioral) issues that arise when managing across cultures. Through the use of management-oriented cases and interactive experiential activities this course will develop your intellectual ability to critically examine, analyze, and deal with cross-cultural problems in business contexts, while also cultivating a tolerance for ambiguity that is necessary in global work. The combination of materials and experiences will allow you to evaluate your cross-cultural savvy, understand and appreciate the nuances of cultural identities and the impact these have on work relationships, and create a develop plan to increase your intercultural competence.