MGMT 306 Cross Cultural Management

This course introduces students to culture as an important variable in international management and examines its impact on organizations, strategy, negotiations, management of human capital, leadership, team building, and ethics. The course content includes a metaphor approach to explore key differences among cultures and examine their relevance for international management practice. The course aims to present future and current leaders/managers with a wider perspective on how to achieve the optimal leadership performances from a team through managing and engaging with stakeholders who are influenced by different cultures.

(Prerequisite: MGMT 205)

Course Learning Outcomes:

By the end of the course, students will be able to:

1. Demonstrate an advanced understanding of the core ethical and social issues in cross cultural management and negotiation.
2. Apply advanced-level analytical and theoretical frameworks to cross cultural management scenarios.
3. Analyze major developments and challenges in managing organizations in the cross-cultural context
4. Compare differences in managerial styles and organizational cultures and be able to offer solutions/suggestions for resolving cultural, legal/political and communication problems.
5. Communicate effectively in oral and written forms about cross cultural management using appropriate concepts, logic and rhetorical conventions.
6. Operate individually and with team members within a problem-based learning structure to effectively achieve project goals and case study outcomes.

Text Book & Course Materials:

- *Steers, R. M., Osland, J. S., & Szkudlarek, B. (2023). Management across cultures: Challenges, strategies, and skills. Cambridge University Press.*

Course Content:

1. Global Managers in a Changing World
2. Cultural Environments
3. Organizational Environments
4. Managerial Environments
5. Cross-Cultural Communication
6. Global Leadership
7. Managerial Ethics and Social Responsibility
8. Global Partnerships and Negotiations
9. Global Teams
10. Global Assignments