

M9 Intercultural Management	
Lecturer Prof. Dr. Sarah Hatfield	Module coordinator Prof. Dr. Sarah Hatfield
Content <p>This course examines the relationship between culture and management and exposes the complexities of management in international business. This course will focus on the basic psychological and sociological constructs which underlie the formation and maintenance of both international culture as well as business cultures. Special attention will be placed on the impacts of globalization and the various forms of international alliances as well as diversity and change management in this context.</p>	
Prerequisite for Participation <ul style="list-style-type: none"> • Second-Semester IBF Preparation / Suggestion for reading <ul style="list-style-type: none"> • The Culture Map, Meyer 	
Intendend learning outcomes <ul style="list-style-type: none"> • Psychological and sociological understanding of culture formation • Basics of major cultural researchers and measurement models • Difference between organizational and international cultures • Development of Cultural Intelligence • Understanding risks and precautionary measures of international business • Understand the impact of globalization on culture and management 	
Teaching & Learning methods <ul style="list-style-type: none"> • <i>Classroom Lecture:</i> Literature presentation, discussion and explanation • <i>Classroom Workshops:</i> Applying the learned concepts and tools • <i>Student Presentations:</i> Countries and articles or case studies 	
Practicability of course within other courses of the program <ul style="list-style-type: none"> • The lecture should enable students to develop cultural intelligence and better understand the cultural influences on motivation of behavior. • This course links in with the Corporate Governance and Business Ethics course as well as Managing People from the first semester. 	
Literature <ul style="list-style-type: none"> • <i>The Social Construction of Reality</i>, Berger and Luckmann • <i>Understanding Cultural Differences</i>, Hall and Hall • <i>Organizational Culture and Leadership</i>, Schein • <i>Cultures and Organizations</i>, Hofstede, Hofstede and Minkov • <i>Managing Across Cultures</i>, Schneider and Barsoux • Scholarly Articles 	

Course organisation

ECTS-Credits 6	SWS 4	Language English
Kind of module Standard Module of second term IBF program	Turnus Summer term	Duration 1 term
Workload 6 ECTS-Credits x 30 hours = 180 hours combined out of:		
Attendance 15 weeks * 3 hours = 45 hours	Preparation / Homework / Self-study 15 weeks * 3 hours = 45 hours	Time for exercises and group work 15 weeks * 2 hours = 30 hours
Semester project / Presentation See „Teaching and learning“ 30 hours	Exam preparation 30 hours	Exam time 120 minutes written exam
Prerequisite for the exam Workshop participation		
Exam requirements ----	Weighting in examination <ul style="list-style-type: none"> • Written exam:90 % • Workshops: 10% 	