**Course: Cross-cultural Management and Leadership**

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| **Course Description** | When educating new leaders towards more conscious ways of doing business, great attention must be paid to the differences between different national cultures. The same applies to the management and leadership of cross-cultural teams, even more so if they collaborate virtually (remote teams).  This course focuses on both the definition of important cultural specifies and their differences and their application in management and leadership. Emphasis is placed on a systems approach in terms of theory as well as on guidance for each student's conscious inner journey to cross-cultural leadership. |
| **Degree** | BA |
| **Learning Objectives** | The student can explain different theories and models of the characteristics of national cultures, including their advantages and limitations  The student can explain the principles of management and leadership, their differences and interconnections  The student is able to apply the knowledge about cultural specifics when leading a cross-cultural team  The student is able to analyze his/her own cross-cultural awareness  The student can develop an inclusive cross-cultural work environment  The student can prioritize conscious decisions based on cross-cultural equity |
| **Teaching and Learning Methods** | * Lectures * Seminars * Self-experience exercises * Seminar papers and their defense |
| **Special Features** | The course is unique in the design that combines the acquisition of theoretical knowledge with the opportunity to become aware of one's own cross-cultural awareness, increase cross-cultural intelligence, and apply it in leading intercultural teams. |
| **Literature** | Mandatory readings:   * Hegarty, K. (2020). *The accidental business nomad: A survival guide for working across a shrinking planet*. John Murray. * Henson, R. (2018). *Successful global leadership: Frameworks for cross-cultural managers and organizations*. Palgrave Macmillan. * Chamberlain, R. (2016). *Conscious leadership in the workplace: A guidebook to making a difference one person at a time*. Morgan James Publishing. * Mackey, J., Mcintosh, S., & Phipps, C. (2020). *Conscious Leadership*. Berkley Publishing Corporation.   Additional recommended readings:   * Hampden-Turner, C., & Trompenaars, F. (2004). *Riding the waves of culture: Understanding diversity in global business* (3rd ed.). Nicholas Brealey International. * Hofstede, G., Hofstede, G. J., & Minkov, M. (2010). *Cultures and organizations: Software of the mind, third edition* (3rd ed.). McGraw-Hill Professional. * Nisbett, R. (2003). *Geography of thought: How Asians and westerners think differently - and why*. Nicholas Brealey Publishing. |
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| **Expectations towards the students** | Active participation in seminars  Preparation of the seminar paper according to the requirements and submission by the deadline  Defense of the seminar paper in a colloquium discussion  The student's ability to take and explain stands will be evaluated  Seminar paper – assignment and requirements:  A small international team of about eight experienced students is being set up at the university to look after newly arrived international students.  You are asked to develop a comprehensive guide for this cross-cultural team to cooperate effectively. The recommendations are to cover both the leadership of the team and the cooperation of the team members. Team leaders and members may come from different countries around the world.  Develop this guide.  You will present your solutions in the final seminars and defend your solutions in the colloquium debate.  The guide must be a written document and must be submitted by the deadline in the LMS.  The length and format of the guide are up to the students. The comprehensiveness of the guide and the students' ability to defend the content and structure will be assessed as part of the defense and debate. All sources used must be cited. |
| **Prerequisites** | Basic knowledge in management is recommended |
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| **Course Length** | 60 academic hours |
| **Number of ECTS Credits** | 2 ECTS |
| **Total workload** | 24 hours on-site  36 hours of private study  60 hours of total workload |
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