

Subject overview

This subject is a discussion of the implications for organizational leaders in view of increasing cultural differences between individuals and groups within and between organizations. In particular the subject examines practical problems and opportunities in managing human diversity in contemporary cross-cultural and international settings.

Learning Outcomes

After completing this unit students should be able to do the following:

- Sketch the 'big picture' in which global trade and government forces operate; and summarize the major challenges faced by international managers (political, legal, economic and technological);
- Present the arguments for and against social responsibility and ethical behaviour in multi-national enterprises;
- Identify major cultural characteristics, including communication styles, that characterise regions, nations, communities, organizations, groups and individuals;
- Discuss tactics for international negotiation;
- Describe common strategies for international alliances, including controls, labour relations and management;
- Present arguments for adopting particular leadership styles in given situations; and for varying motivational techniques depending on circumstances;
- Enhance generic skills (logical argument; critical thinking, leadership and teamwork, writing skills and problem solving).

Assessment overview

- | | |
|----------------------------|-------------------------|
| • Individual presentations | 10% of total assessment |
| • Case study #1 | 10% of total assessment |
| • Case study #2 | 10% of total assessment |
| • Group research project | 20% of total assessment |
| • Examination | 50% of total assessment |

Subject modules

- Going global
- Social responsibility and ethics
- The role of culture
- Communication and culture
- Negotiations and decisions
- International strategies and global alliances
- Structures and controls
- Workforce diversity and international management
- Leadership and motivation

Required readings

- Deresky, H. (2006). *International management: Managing across borders and cultures* (5th Ed.). Prentice Hall.

Questions?

If you have questions about any of the subject summaries, please contact us.