




Teacher(s)	Malhotra Sunita ;
Language :	English
Place of the course	Louvain-la-Neuve
Main themes	<p>Working with people for other cultural backgrounds has become part of the daily activities in organizations today for employees at all levels. The global pressure for competitiveness and effectiveness has increased the number of strategic alliances, mergers and acquisitions, with the objective of having access to resources, capital and new market opportunities. The travelling distance of managers has increased i.e. even short trips can be from one continent to another. People who have never met each other need to work together in multicultural virtual teams. It is no longer sufficient, that managers are able to communicate effectively and work with people from one culture and that they understand and learn how to adapt to this particular culture. Instead, managers must interact simultaneously and effectively with people in multiple cultures or with a poly-cultural background.</p> <p>This course is based on research and insights from diverse disciplines, including cross-cultural psychology, social psychology, cultural anthropology, organizational behaviour, international human resource management, business ethics and global responsible leadership.</p>
Aims	<p>During their programme, students of the LSM Master's in management or Master's in Business engineering will have developed the following capabilities'</p> <p>2.4 Activate and apply the acquired knowledge accordingly to solve a problem</p> <p>5.1 Understand the inner workings of an organization : develop a global approach and integrate the internal logic used within the organization.</p> <p>6.1 Work in a team :Join in and collaborate with team members. Be open and take into consideration the different points of view and ways of thinking, manage differences and conflicts constructively, accept diversity.</p> <p>8. communication and interpersonal skills</p> <p>9.2 Self-awareness and self-control : be aware of and manage their own emotions, able to be objective about their work and behaviour, and recognize their own strengths and weaknesses, accept them and use them in a professional manner.</p> <p>9.4 Quick study, lifelong learner : quickly and independently assimilate new information and skills needed to evolve in their professional environment, learn from successes and errors in the spirit of lifelong learning.</p> <p>-----</p> <p><i>The contribution of this Teaching Unit to the development and command of the skills and learning outcomes of the programme(s) can be accessed at the end of this sheet, in the section entitled "Programmes/courses offering this Teaching Unit".</i></p>
Evaluation methods	<p>During their programme, students of the LSM Master's in management or Master's in Business engineering will have developed the following capabilities'</p> <p>KNOWLEDGE AND REASONING</p> <p>2.4 Activate and apply the acquired knowledge accordingly to solve a problem.</p> <p>WORK EFFECTIVELY IN AN INTERNATIONAL AND MULTICULTURAL ENVIRONMENT</p> <p>5.1 Understand the inner workings of an organization : develop a global approach and integrate the internal logic used within the organization.</p> <p>TEAMWORK AND LEADERSHIP</p> <p>6.1 Work in a team :Join in and collaborate with team members. Be open and take into consideration the different points of view and ways of thinking, manage differences and conflicts constructively, accept diversity.</p> <p>COMMUNICATE</p> <p>PERSONAL AND PROFESSIONAL DEVELOPMENT</p> <p>9.2 Self-awareness and self-control : be aware of and manage their own emotions, able to be objective about their work and behaviour, and recognize their own strengths and weaknesses, accept them and use them in a professional manner.</p> <p>9.4 Quick study, lifelong learner : quickly and independently assimilate new information and skills needed to evolve in their professional environment, learn from successes and errors in the spirit of lifelong learning.</p>
Teaching methods	<p>Different teaching methods will be used such as lecture input, case analysis, role playing, videos, guided readings, group discussions and guest speakers. Interacting and communicating with people from diverse cultures is one of the key objectives of this course, hence, students are required to prepare the courses and to contribute as actively as they can within the course setting. We expect you to prepare the required readings and cases (see course schedule) before class in order to be able to contribute in a competent way to the discussions and exercises</p>

<p>Content</p>	<p>The following themes are examples of what will be addressed in this course:</p> <ul style="list-style-type: none"> - Understanding and analysing cultural differences and the impact of culture on organizations, teams, individuals - Culture learning and (self-)development of cross-cultural competence and of a 'global mindset' - Working in multicultural teams - Communicating effectively across cultures - Expatriate assignments: living and working abroad - Female global managers - Diversity and organizational culture - Acting responsibly in the global arena
<p>Bibliography</p>	<p>Up to date list of academic articles and books will be provided.</p>
<p>Faculty or entity in charge</p>	<p>CLSM</p>

Programmes containing this learning unit (UE)				
Program title	Acronym	Credits	Prerequisite	Aims
Master [120] in Management	GESM2M	5		
Master [120] in Business Engineering	INGE2M	5		
Master [120] in Management	GEST2M	5		
Master [120] in Business Engineering	INGM2M	5		