

## Intercultural Communication and Management Competences

<b>Domaine</b>	Economie et Services
<b>Filière</b>	Economie d'entreprise
<b>Orientation</b>	Economie d'entreprise (EE)
<b>Mode de formation</b>	Temps partiel/En emploi

### Informations générales

Nom	: Intercultural Communication and Management Competences
Identifiant	: HEG-OSICMC
Année académique	: 2021-2022
Responsable	: Pia Stalder
Charge de travail	: 150 heures d'études
Périodes encadrées	: 60 (= 45 heures)

Semestre	E1	S1	S2	E2	S3	S4	E3	S5	S6	E4	S7	S8
Cours											60	

### Connaissances préalables recommandées

Good knowledge of English (and German). Ideally, you've completed the course "Communication 2".

### Objectifs

The course aims to our better self-knowledge as well as to the development of our management skills. After completing this course, participants will

- be familiar with the issues, modes and models of diversity management (languages, cultures, disciplines, age, gender, etc.),
- have experienced intercultural collaboration,
- possess a set of strategies for intercultural communication,

have practiced different languages (French, German, English,...).

### Contenu et formes d'enseignement

*Répartition des périodes indiquée à titre informatif.*

**Cours:** 60 périodes

- Study intercultural management	8
- Prepare for intercultural management	8
- Practice intercultural communication and management	24
- Analyze, discuss and improve practices and strategies in intercultural communication and management	20

## Bibliographie

- Barmeyer Ch. & Franklin P. (2016). *Intercultural Management. A Case-Based Approach to Achieving Complementarity and Synergy*. London: Palgrave.
- Bolten J. (2018). *Einführung in die Interkulturelle Wirtschaftskommunikation*. Göttingen: Vandenhoeck & Ruprecht.
- Cloet P. R. & al. (2018). *Le défi interculturel. Enjeux et perspectives pour l'entreprise*. Paris: L'Harmattan.
- Meier O. (2019). *Management interculturel*. Paris : Dunod.
- Mutabazi E. & Pierre Ph. (2008). *Pour un management interculturel. De la diversité à la reconnaissance en entreprise*. Paris: L'Harmattan.
- Page S. E. (2017). *The Diversity Bonus. How Great Teams pay off in the Knowledge Economy*. Princeton : Princeton University Press.
- Stalder P. (2019). Creativity in Intercultural Teams: Which Indicators, Facilitators and Competencies? In IACCM-IESEG Conference Proceedings, Paris, 31.10.-2.11.19, pp. 9-27. In Conference Proceedings, IACCM-IESEG Research Conference 2019 "Intercultural competencies for a disruptive VUCA world: Exploring creativity, innovation, resilience & resistance in intercultural research, training & management", 31st of October to 2nd of November 2019. Paris: IESEG School of Management.
- Toth C. (2020). *Uncommon Sense in Unusual Times*. E-Book.

## Contrôle de connaissances

**Cours :**

### Knowledge Assessment

The knowledge and competence development will be assessed throughout the course, by 1 individual and 1 group assignment:

- 1 test of theoretical knowledge (individual): 50% of the final mark
- 1 conception, implementation and presentation of a field survey (collective): 50% of the final mark

### Calculation of the final grade

0.5 individual mark + 0.5 collective mark = final grade.

## Calcul de la note finale

Note finale = moyenne cours x 1