

## CULTURAL AND DIVERSITY MANAGEMENT 5 ECTS

**Diversity management** is the key to growth in today's fiercely competitive global markets. Furthermore, managing diversity is an efficient leadership strategy and diversity is regarded as a competitive advantage. Diversity increases productivity, creativity and synergy between groups.

### Objectives

The objective of the course is to enhance the students' ability to work in a multicultural and diverse work environment. The course will provide expertise on how to lead diverse and multicultural teams effectively.

### Contents

Diversity management  
Intercultural leadership and HRM  
Cultural dimensions and their applications in globalized companies  
Cultural values and attitudes (time perception, space, group dynamics, authority, tasks, relationships)  
Communication styles and cross cultural negotiations  
Cross-cultural leadership skills  
Different leadership models and leader's role in different cultures  
Networking with people from different cultures  
Developing diversity management proactivity of companies


### Learning outcomes

The course aims to help students develop interpersonal competencies, and management practices for leading and managing diverse and multicultural teams. Through the various tasks, participants will explore the personal, interpersonal, organizational, and cultural dimensions of being an effective leader capable of leveraging diversity at multiple levels. Participants will explore the theory and practices related to diversity management, intercultural leadership, and organizational behavior. Participants will learn leadership models and management theories and apply these with an international mind set within the intercultural context.

### Learning strategies

Lectures, presentations, round-up discussions, group work, case study, role play, course assignment

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