Cross-Cultural Management, Diversity and Sustainability

In today's interconnected world, managers are required to navigate cultural complexity, lead diverse teams, and address urgent sustainability challenges. This course introduces students to the key principles and practices of cross-cultural management, diversity, equity and inclusion (DEI), and sustainability in the context of modern organizations. It provides an interdisciplinary and practice-oriented framework for understanding how cultural values influence communication and behavior, how organizations can foster inclusive workplaces, and how leadership can align with the principles of ecological and social responsibility.

By engaging with real-world case studies, interactive simulations, and discussions, students will be encouraged to critically reflect on their own cultural assumptions and leadership styles. The course will emphasize practical tools for intercultural communication, implementing DEI strategies, and fostering sustainable change in organizational settings. Special attention will be given to the interconnections between these topics and their relevance for future-oriented leadership in both local and international contexts.

Course Contents
- Defining culture, cross-cultural management and workplace diversity, equity and inclusion (DEI)
- Recognizing the importance of cross-cultural and sustainability management in today's business world
- Understanding the importance of cultural dimensions and their effects on leadership decisions
- Testing methods and tools for implementing diversity and sustainability practices

Learning Outcomes
The students will develop a clear understanding of the importance of cross-cultural and diversity management for the modern business world. They will learn the necessary concepts associated with cultural and resource-oriented dimensions. They will gain an understanding of the essential elements of a leadership concept that embraces diversity and sustainability aspects. Through interactive exercises, they will understand the challenges and pitfalls to consider when developing respective management programmes and implementing them in practice.

Lecturer
- Dr. Jessica Di Bella, Leadership Trainer and Coach, Senior Lecturer

Day 1	Understanding Culture Cross-cultural Communication and Leadership
Day 2	Understanding Diversity, Equity and Inclusion Diversity Trainings
Day 3	Understanding Sustainability and Green Leadership World Café, Panel and Discussion
Day 4	Assessment Study Visit

Study Visit
- Futurium

Literature
- Browaeys, M. J., & Price, R. (2008). *Understanding Cross-Cultural Management*. Pearson Education.
- Feitosa, J., Hagenbuch, S., Patel, B., & Davis, A. (2022). Performing in diverse settings: A diversity, equity, and inclusion approach to culture. *International Journal of Cross Cultural Management*, *22*(3), 433-457.
- Schermerhorn Jr, J. R., Osborn, R. N., Uhl-Bien, M., & Hunt, J. G. (2011). *Organizational Behavior*. John Wiley & Sons.
- Thomas, T., Schermerhorn Jr, J. R., & Dienhart, J. W. (2004). Strategic leadership of ethical behavior in business. *Academy of Management Perspectives*, *18*(2), 56-66.

Assessment
- Written test (100%)