



Description

Cross-Border Management is a class that builds on the previous Culture Shock class (pre-requisite).

The course is an introduction to working in the multicultural environment. The overall objective is to prepare students to the environment in which they will be evolving during their internship and soon after the completion of their studies at EPITA. They will specifically learn to understand colleagues of diverse cultural backgrounds and how to adapt their workstyle so as to maximize efficiency and prevent cross-cultural conflicts.

It's a very hands-on class with many anecdotes from the business world and numerous practical exercises. The class contains much experiential **learning**.

Learning Objectives and Outcomes

- Learn about one's own preferred cultural style
- Be able to recognize and label different cultural styles
- Analyze different cultures with the help of a "toolbox" (cultural dimensions). Be able to decide on a strategy on how bridge the gaps and leverage similarities with someone from a different culture
- Learn to adapt to different styles in order to maximize efficiency in communication and teamwork
- Deepen the knowledge of the French work culture (overview)

Course Schedule and Contents

Session#1

- Introduction to the topic and what is culture
- Learn about three key cross-cultural dimensions and the motivations of people of each end of these dimensions

Session#2

- Review and deepen the knowledge of the first three dimension
- Learn about three more dimensions
- Introduction to a video of a multicultural team in action

Session#3

- Learn about two more dimensions
- Discover one's own preferred cultural style
- Recognize cultural dimensions in real life business situations
- Practice style-switching

Session #4

- Learn about the specificities of the French business culture with the help of a case study, videos, anecdotes, and personal experiences from the students
- In-class test



Session #5

- Debrief together the in-class test
- Analyze together the case study and learn how to go about a cross-cultural case study
- Introduction to working with colleagues distantly located – Video learning and email exercise to a colleague from a different culture
- Wrap-up and take-aways

Final exam (after the end of the five classes)
– Two hours

- Analyze a cross-cultural case study and make cross-culturally intelligent recommendations to solve the situation

Grading system

Punctuality (on-time presence to class, homework done and sent by the specified deadline): 10%

Test (in-class test and final exam): 70%

Oral participation : 20%
(make savvy remarks, ask to-the-point questions, share personal examples etc.)

Policies

- Homework will be given for each following class.
- Your teacher will take care of attendance for every class.
- A PDF of class content will be sent to all students by email shortly after class. However, **note-taking is strongly encouraged** as the class is experiential learning therefore not written in the PDF). Similarly, the solutions to mini-case studies analyzed in class won't appear in the PDF.
- The use of cellphones, laptops, and other types of electronic devices is not allowed during this class.
- Your teacher expects students to do and turn in their homework by the specified deadline and be prepared for the next class as part of the punctuality grade.
- Your teacher expects students to arrive **no later than 15 minutes** after the beginning of class. Anyone arriving past the time won't be accepted to class and will be marked as absent.
- **Oral class participation is a must** as part of the learning process. Discussion / sharing of personal examples is strongly encouraged.
- Late work will not be accepted and will be considered as not completed.
- Communication in-between classes will be done by email.

Good Luck!