

Valid from 2025.FS

Module description: Intercultural Management & Leadership	
Module Code	w.MA.XX.IML.24HS
ECTS Credits	6
Language of Instruction/Examination	English
Module Description	This module explores the intricate dynamics of leadership and negotiation within global multicultural landscapes. Students will critically examine theoretical frameworks in intercultural management, exploring diverse leadership styles and negotiation techniques. The course integrates academic research and combines it with students' own intercultural collaboration, leadership, and negotiation experiences accumulated during their academic journey. By bridging theoretical insights with lived experiences, students will develop a nuanced understanding of themselves and strategically address the challenges and opportunities inherent in cross-cultural professional interactions. The learning approach emphasizes critical thinking, self-reflection, and practical skill development, preparing students to become critically engaged professionals capable of navigating the complexities of multinational and multicultural work environments.
Organizational Unit	International Management Institute
Module Coordinator	Petra Barthelmess
Deputy Module Coordinator	Khaldoun Dia-Eddine
Program and Specialization	<ul style="list-style-type: none"> <li>International Business</li> </ul>
Legal Framework	Academic Regulations MSc in International Business dated 10.12.2015, Appendix to the Academic Regulations for the degree program in International Business, first adopted on 12.02.2016
Module Category	<b>Module Type</b> Compulsory
Prerequisite Knowledge	None
Contribution to Program Learning Objectives (by the concerned Module)	<ul style="list-style-type: none"> <li>Professional Competence</li> <li>Methodological Competence</li> <li>Social Competence</li> <li>Self-Competence</li> </ul>

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Contribution to Program Learning Objectives	<b>Professional Competence</b> <ul style="list-style-type: none"><li>• Knowing and Understanding Content of Theoretical and Practical Relevance</li><li>• Apply, Analyze, and Synthesize Content of Theoretical and Practical Relevance</li><li>• Evaluate Content of Theoretical and Practical Relevance</li></ul> <b>Methodological Competence</b> <ul style="list-style-type: none"><li>• Problem-Solving &amp; Critical Thinking</li><li>• Scientific Methodology</li><li>• Work Methods, Techniques, and Procedures</li><li>• Information Literacy</li><li>• Creativity &amp; Innovation</li></ul> <b>Social Competence</b> <ul style="list-style-type: none"><li>• Written Communication</li><li>• Oral Communication</li><li>• Teamwork &amp; Conflict Management</li><li>• Intercultural Insight &amp; Ability to Change Perspective</li></ul> <b>Self-Competence</b> <ul style="list-style-type: none"><li>• Self-Management &amp; Self-Reflection</li><li>• Ethical &amp; Social Responsibility</li><li>• Learning &amp; Change</li></ul>																											
Module Learning Objectives	Students... <ul style="list-style-type: none"><li>• have a basic understanding of interpersonal leadership.</li><li>• have advanced knowledge of cross-cultural management frameworks.</li><li>• have advanced knowledge of global leadership research.</li><li>• are able to apply standard frameworks and tools.</li><li>• are capable of systematic self-reflection.</li><li>• learn the skills of time management.</li><li>• experience role play, significant group work, and assessment in groups.</li><li>• have advanced knowledge of international negotiation research.</li><li>• develop negotiation, leadership, and intercultural collaboration skills.</li></ul>																											
Module Content	<ul style="list-style-type: none"><li>• Through theoretical analysis and practical exercises, students will develop critical skills in: - Understanding challenges and seizing opportunities in intercultural management - Leading diverse teams effectively - Developing adaptive negotiation strategies</li><li>• In this module, students critically reflect on their personal experiences, assessing their current competencies in intercultural collaboration, leadership, and negotiation. Through this self-examination, they will progressively enhance their cultural intelligence, develop their adaptive leadership skills for diverse team environments, and refine their strategic negotiation approaches that can be effectively applied across complex cultural contexts.</li></ul>																											
Links to other modules	This module is linked to the following modules:																											
Digital Learning Resources	<ul style="list-style-type: none"><li>• None</li></ul>																											
Methods of Instruction	<ul style="list-style-type: none"><li>• Exercises</li><li>• Application Tasks</li><li>• Lecture</li><li>• Interactive Instruction</li><li>• Case Studies</li><li>• Problem-Oriented Teaching</li></ul>		Social Settings Used: <ul style="list-style-type: none"><li>• Individual Work</li><li>• Group Work</li></ul>																									
Type of Instruction	<table><tr><td></td><td>Classroom Instruction</td><td>Guided Self-Study</td><td>Autonomous Self-Study</td></tr><tr><td>Lecture</td><td>60 h</td><td>58 h</td><td></td></tr><tr><td>Excercise</td><td>-</td><td>-</td><td></td></tr><tr><td>Project Work</td><td>-</td><td>-</td><td></td></tr><tr><td>Seminar</td><td>-</td><td>-</td><td></td></tr><tr><td>Total</td><td>60 h</td><td>58 h</td><td>62 h</td></tr></table>					Classroom Instruction	Guided Self-Study	Autonomous Self-Study	Lecture	60 h	58 h		Excercise	-	-		Project Work	-	-		Seminar	-	-		Total	60 h	58 h	62 h
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<b>Performance Assessment</b>	<b>End-of-module exam</b>	<b>Form</b>	<b>Length (min.)</b>	<b>Weighting</b>
	-			
	<b>Permitted Resources</b>			
	<b>Others</b>	<b>Assessment</b>	<b>Format</b>	<b>Length (min.)</b>
	ComIntercultural development inventory test and attending the follow-up coaching session	Pass/Fail	Einzelarbeit	45
	Attendance at the team collaboration workshop in the previous fall semester	Pass/Fail	Andere	120
	Active involvement in the simulation game	Pass/Fail	Gruppenarbeit	480
	Attendance at career workshop in the spring semester	Pass/Fail	Andere	480
<b>Classroom Attendance Requirement</b>	<p>Other</p> <p>Participation in the above-mentioned activities is mandatory. To be specific: simulation game, team collaboration workshop (AS), career workshop (SS), and intercultural development inventory tests and coaching. Student attendance here is mandatory to pass the module.</p>			
<b>Compulsory Reading</b>				
<b>Recommended Reading</b>	<ul style="list-style-type: none"> <li>See uploads on Moodle</li> </ul>			
<b>Comments</b>	<p>Please keep in mind this module covers two semesters with workload amounting to 1 ECTS assigned to team collaboration and career support inputs and 5 ECTS assigned to this module.</p>			