

Internat. Busin. Negotiations: Bridging the Cultural Gap (EM46LM54A2)

Program	PGE
Course set (UE) / Credits (ECTS) / Track / Specialization	Module :International skills and competences : 9 ECTS. <ul style="list-style-type: none">• PGE 3A - International and European Business (IEB)
Discipline	Human Resources
Year	2020
Semester	A
Open for visitors	yes (3 ECTS)
Available spots	45

Coordinator

Kevin MAC GABHANN

Lecturers

Instructor	Population	Email
Kevin MAC GABHANN	Population	Kevin.MacGabhann@em-strasbourg.eu

Course format

Working language :	English
Volume of contact hours :	20 h
Workload to be expected by the student :	60 h

Course track

Track : Attendance

Attendance track :

Attendance at lectures/tutorials and intermediate/final assessments is mandatory. As in-class work constitutes an essential element of evaluation, any unjustified absence will be penalized (*see Study and Examination Regulations*) and factored into the final grade (*see Assessment*).

Autonomous track :

Attendance at intermediate/final assessments is mandatory, but students have the option of attending lectures/tutorials.

Attendance at lectures/tutorials and intermediate/final assessments is mandatory for all degrees making up the Master's Program and all degrees involving co-op (*apprentissage*). Attendance track must therefore be selected.

Contribution of the course to the educational objectives of the program

How the course contributes to the program :

LEARNING GOAL 1 : Students will master state-of-the-art knowledge and tools in management fields in general, as well as in areas specific to the specialized field of management.

Students will identify a business organization's operational and managerial challenges in a complex and evolving environment.

LEARNING GOAL 2 : Students will develop advanced-level managerial skills.

Students will work collaboratively in a team.

Students will participate in a decision-making process in a critical way.

Students will communicate ideas effectively, both orally and in writing, in a business context.

LEARNING GOAL 3 : Students will demonstrate their understanding of practices reflecting ethical, diversity and sustainable development values in business organizations.

Students will identify and analyze issues relating to diversity, ethics and sustainable development in their business context.

LEARNING GOAL 4: Students will study and work effectively in a multicultural and international environment.

Description

To be successful in international negotiations today, it is not enough to have just a good level of English ; the ability to deal successfully with cultural differences has become essential. This class aims to increase the student's cultural awareness and develop his/her understanding of the cross-cultural dynamics involved in international negotiations.

Educational organisation

In class

Lectures

Presentations

Tutorials

In groups

Exercises

Projects

Case studies/texts

Oral presentations

Interaction

Discussions / debates

Assignments

Individual projects (online assignments, video,)

Specific projects / case studies

Readings

Learning outcomes

Upon completion of this course, students should be able to :

- **Explain** the importance of negotiation
- **Discuss** the Impact of culture on Negotiations
- **Analyze** Process in Negotiations
- **Develop** Intercultural Skills for the workplace

Outline

Class 1:

Introduction, outline and requirements

A global perspective

Importance of negotiations

Role of Culture on IB, workplace

Impact of culture on Negotiations

Slides 1-14 approx P 1

Cog exercise "let's focus on negotiations"

Team selection teams for cases

Team Building negotiation case exercises

Assignments distribution (project cases and reports)

Prerequisites

Key concepts to understand :

Knowledge of :

Appropriate English level and interest in intercultural issues

Teaching material

Documents in all formats

- Syllabus
- Transparencies in paper format
- Worksheets
- Books
- Case studies

Software

- Office Pack (Word, Excel, PowerPoint, Access)
- MS POWERPOINT

Additional electronic platforms

- Audio documents

- Videos
- Other

Recommended reading

Major works :

British Council (2013) "The value of intercultural skills in the workplace"
 www.britishcouncil.org
 Lewicki, R.J., Saunders, D.M. and Barry, B. (2006). Negotiation. McGraw Hill Higher Education; International Edition. New York. (Chp 1 The Nature of Negotiation, Chp 9 Ethics in Negotiation)
 Thomas C David, Inkson Kerr (2003) Cultural Intelligence, Berret-Koehler Publishers, Inc p100- p122
 Gundling, Ernest. (2003) "Working GlobeSmart" Davies-Black Publishing, Mountain View, California, p 177-p 216
 Casse Pierre, Deol Surinder, (1985) Managing Intercultural Negotiations, SIETAR International,p1-p153
 Fisher, Glenn, (1980) International Negotiations, A Cross-Cultural Perspective, Intercultural Press Inc
 Martin S Jeanette, Chaney H Lillian (2006) Global Business Etiquette, Praeger Publishers
 Rodgers Drew, (2002) English for International Negotiations A Cross-Cultural Case study approach, Cambridge University Press, p1-p20
 Storti, Craig, (1994) Cross-Cultural Dialogues 74 Brief Encounters with Cultural Difference
 Intercultural Press
 Adler, Nancy J, (2008) International Dimensions of Organisational Behaviour, 5th edition, p224 -261
 O Connor, Philip, Pilbeam Adrian, Barrett-Scott Fiona, (1998) Negotiating, Longman business English skills, Longman group UK limited

Further reading :

Research works by EM Strasbourg :

Assessment

Intermediate evaluation / continuous assessment 1 :

written (300 min) / in group / English / weighting : 20%
 additional information : Team Cross-Cultural team building scale
This evaluation serves to measure LO1.1, LO2.1, LO2.2, LO2.3, LO3.1, LO4.2

Intermediate evaluation / continuous assessment 2 :

oral (20 min) / in group / English / weighting : 30%
 additional information : Team presentation of a case or report
This evaluation serves to measure LO1.1, LO2.1, LO2.2, LO2.3, LO4.2

Intermediate evaluation / continuous assessment 3 :

written / individual / English / weighting : 20%
This evaluation serves to measure LO1.1, LO2.2, LO2.3, LO4.2

Final assessment :

written / in group / English / weighting : 30%
 additional information : Report based on team presentation
This evaluation serves to measure LO1.1, LO2.1, LO2.2, LO2.3, LO4.2

Grounds for expulsion from classes

Behaviors such as

arriving late, leaving early, or exiting the classroom at inopportune moments during class

ostentatiously eating or drinking in class

using smartphones or laptops for non-class-related purposes

reading texts unrelated to the course

discussing topics unrelated to the course

disrespecting the lecturer

may lead to expulsion from the class/course.