

**Welcome to...**

# **Skills for International Management (SIM 1)**

**LIUC**

**Fall Semester 2007**

**Instructor: Barbara Boldt**

# Summary of Attributes of Success for International Managers

## **Job Factors**

- Technical skills
- Managerial skills
- Administrative competence

## **Relational Dimensions**

- Tolerance for ambiguity
- Behavioral Flexibility
- Non-judgmentalism
- Cultural empathy and low ethnocentrism
- Interpersonal skills

## **Motivational State**

- Belief in mission
- Congruence with career-path
- Interest in overseas experience
- Willingness to acquire new patterns of behavior and attitudes,

## **Family Situation**

- Spouse willing to live abroad
- Adaptive and supportive spouse
- Stable marriage

## **Language skills**

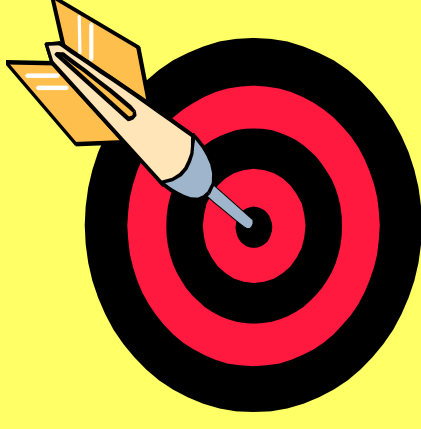
- Speaks or willing to learn host country language



# Competencies for International Managers...

- **Interpersonal (relationship) skills**
- **Linguistic ability**
- **Cultural curiosity**
- **Tolerance for uncertainty and ambiguity**
- **Flexibility**
- **Patience and respect**
- **Cultural empathy**
- **Strong ego strength**
- **A sense of humor**
- **The ability to respond to multiple cultures simultaneously**
- **Cognitive complexity**
- **A “culture general” approach**
- **Being ready to take on new perspectives and try new approaches.**

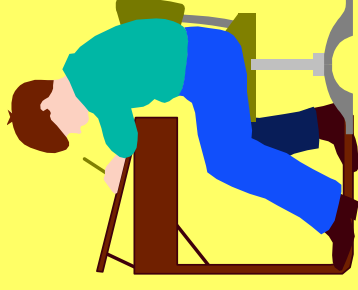
# Primary Objective:



To learn key skills for effective intercultural, interpersonal interaction that can be transferred to a multi-cultural business environment via the Facilitated experience of living and studying in a foreign culture.

# Learning Goals:

- **To define culture and explore various metaphors used to represent it.**
- **To learn and practice the skills of observing, describing and interpreting the behavior of people who are culturally different from ourselves.**
- **To Practice communication techniques that allow us to overcome the barriers involved in intercultural communication, including:**
  - suspension of judgment
  - managing stereotypes
  - reflecting on and interpreting behavior
  - development of empathy and perspective taking

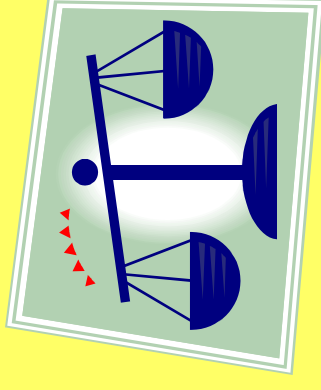


# **Learning Goals Continued...**

- **To increase self-cultural awareness and awareness of other cultures by learning a framework of cultural difference.**
- **To study the effect of culture on negotiating and team work.**
- **To analyze our own experience using the framework of value difference and the other concepts learned during the semester.**



# You will be evaluated on...



- Class participation and attendance (I) 20%
- Keeping an Analytical Notebook (I) 25%
- Group presentation (G) 20%
- Participation in online discussion (I) 5%
- Final written assignment (I) 30%