

Module description

Field of study HES-SO Business, Management and Services

Degree course Master of Science HES-SO in Business Administration

1 Title of module **Intercultural Management & Russian communication 1** 2021-2022

Code E.MScBA.390.OB12.ER.21	Type of course * <input type="checkbox"/> Bachelor's <input checked="" type="checkbox"/> Master's <input type="checkbox"/> MAS <input type="checkbox"/> EMBA <input type="checkbox"/> DAS <input type="checkbox"/> CAS <input type="checkbox"/> other		
Level <input checked="" type="checkbox"/> Basic module <input type="checkbox"/> Further studies module <input type="checkbox"/> Advanced module <input type="checkbox"/> Specialised module	Description <input checked="" type="checkbox"/> In the case of definitive failure in a module defined as compulsory for successfully completing the course profile in question, the student shall be excluded from the degree programme, or from the faculty, if this is provided by the course regulations in accordance with Article 32 of the Regulations relating to first-cycle and second-cycle degrees (Bachelor's and Master's) at the HES-SO	Type of module <input checked="" type="checkbox"/> Main module <input type="checkbox"/> Module linked to main module <input type="checkbox"/> Optional or subsidiary module	Time schedule <input type="checkbox"/> Module over 1 semester <input type="checkbox"/> Module over 2 semesters <input type="checkbox"/> Spring semester <input checked="" type="checkbox"/> Autumn semester <input type="checkbox"/> Autres

2 Organisation

ECTS Value 4	Language <input type="checkbox"/> English <input checked="" type="checkbox"/> English - Russian <input type="checkbox"/> French - English <input type="checkbox"/> French - German - English <input type="checkbox"/> German - English	<input type="checkbox"/> English - Chinese <input type="checkbox"/> French <input type="checkbox"/> French - German <input type="checkbox"/> German
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3 Prerequisites

- The following module(s) must have been validated
 The following module(s) must have been attended
 none
 other

Other prerequisites

4 Skills to be gained / general learning objectives

Intercultural Management

This course prepares students for international management and leadership positions. The goal is to contribute to the development of their intercultural communication and management competences.

Russian communication 1

At the end of the course, the student should have acquired some of the language skills in the fields of oral and written comprehension, as well as oral and written expression, corresponding to the beginner level.

The student should be able to

- understand simple and clear information related to everyday life (place, time, date, price, etc.)
- read short simple texts
- convey the essential elements of their CV in oral and written form

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5 **Teaching and content**

Intercultural Management

The course is divided in two parts:

- Part 1: Intercultural Communication and Management Competences

This first part is focused on the subjects of identity, culture and intercultural management competences. We will have a closer look on "who we are", on the concept of culture and on models, methods as well as strategies for intercultural management. In addition, we will reflect on and thus train our individual and collective competences for successful collaboration with people who have different cultural, national, professional and experiential backgrounds.

By the end of this part of the course, the participants will have a better understanding of:

- their identity,
- the culture concept: its importance and impact on international collaboration and management,
- a selection of models, methods, and strategies for interacting in intercultural contexts.

- Part 2: Managing Multicultural Teams Effectively

Managing differences within multicultural teams require attention. Lack of attention to mindset differences, to different home-host market pressures or to different ways of building trust across cultures can reduce the effectiveness within multicultural teams and can hamper the success of collaboration.

This part of the module provides knowledge of strategies and actions necessary to ensure multicultural team effectiveness in intercultural collaborations with employees, customers, and external stakeholders. The capacity to effectively manage multicultural teams can ensure trust, allow talent attraction and retention, and leverage complementary strengths of the team members.

The course is competency-based learning with its' focus on participants' development of their skills to effectively manage multicultural teams.

By the end of this course, the participants will have developed their intercultural competence to manage effectively multicultural teams.

Specifically, they will be able to:

- Assess the limits of their own knowledge and adapt their knowledge to contexts different from their own.
- Become aware of the importance of three principles of intercultural collaboration: respect, reciprocity, and trust.
- Assess their communication approach to build, maintain agreements, and recover from disagreements.
- Explain how principles of identity leadership are important to them to ensure a trust-based collaboration.

Russian communication 1

1. Phonetics, graphics:

- Alphabet
- Phone-graphic correspondence
- Vowels and consonants (hard and soft)
- Tone accent and vowel reduction, consonant muffling
- Intonation in affirmative, interrogative and comparative sentences
- Pronunciation rules

2. Glossary:

- Human beings: age, food and drink; housing, nationalities;
- Human being and society: identity and civil status; family relations;
- Leisure and recreation: sports, transport; restaurants; documents;

3. Grammar:

- Noun: Gender and number, use of cases (Nominative, Accusative, Genitive, Dative, Instrumental, Locative)
- Pronoun: Use of personal, interrogative, demonstrative and possessive pronouns
- Adjective: Agreement of the long adjective, the short adjective
- Verb: Infinitive, tenses: past, present, future, 1st and 2nd conjugations, verb classes and groups
- Conjunctions and prepositions.

4. Russian culture:

- Cultural geography
- Russian traditions: habitats, cuisines, leisure activities

Form: Ex cathedra lessons, group work, role plays, exercises, dictations, use of written and audiovisual media, homework.

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6 **Assessment and validation methods**

Intercultural Management

50% of final grade:

There will be separate assessments and marks for the two parts of this course. Average (50/50) of the two marks.

Assessment for Part 1: Written paper on the concepts addressed and experiences made during the course lessons (and beyond).
Assessment for Part 2: Students will be assessed on their competence to design strategies and actions to ensure multicultural team effectiveness. The assessment will be case study based with an individual and team component (continuous evaluation, flipped classroom learning).

In case of remédiation, the professors in charge of the course communicate the elements which have to be improved or done again and the related deadline.

Russian communication 1

50% of final grade:

Individual oral assessment of 15 min. with 15 min. preparation during the end of semester session.

In case of remédiation: Individual oral assessment.

In case of remédiation, only the failed part (Intercultural Management or Russian communication 1) will be evaluated and the other grade is kept.

7 **Reassessment requirements ***

- reassessment possible
- no reassessment
- other (please specify below)

7a **Reassessment requirements (if module is repeated) ***

- reassessment possible
- no reassessment
- other (please specify below)

other reassessment modalities

8 **Remarks**

9 **Bibliography**

Russian communication 1

Tatiana Esmantova, Russkij jazyk: 5 elementov. Uchebnik + CD MP3. Uroven' A1 (Elementarnyj), St-Peterbourg: Slatoooust, 2008. ISBN: 978-5-86547-370-1

10 **Teaching staff**

Name of head of module *

Julia Wirth

Description validated on *

15.09.2021

Description validated by *

Lukas Baschung