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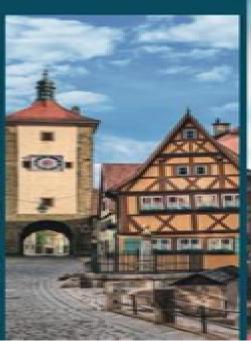
# Management Across Cultures

Challenges, Strategies, and Skills

Richard M. Steers Joyce S. Osland Betina Szkudlarek









# **Management Across Cultures**

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Cross-Cultural Management Jean-François Chanlat, Eduardo Davel, Jean-Pierre Dupuis, 2013-07-24 All cultures appear to share the belief that they do things correctly while others until proven otherwise are assumed to be ignorant or barbaric When people from different cultures work together and cannot take shared meanings for granted managers face serious challenges An individual s parsing of an experience and its meaning may vary according to several cultural scales national professional industrial and

local Awareness of cultural differences and the willingness to view them as a positive are therefore crucial assets This edited textbook sets itself apart from existing cross cultural management texts by highlighting to the reader the need to avoid both ethnocentrism and the belief in the universality of his or her own values and ways of thinking the success of international negotiations and intercultural management depends on such openness and acceptance of real differences It encourages the development of nomadic intelligence and the creative use of a culture s resources according to a symbolic anthropology perspective Through the essays and case studies in the chapters readers will become aware of the intercultural dimension of business activities and better understand how they affect work Cross Cultural Management will help interested parties students of business management international relations and other disciplines and business managers and other professionals develop their ability to interact take action and give direction in an intercultural context Managing Across Cultures: The 7 Keys to Doing Business with a Global Mindset Charlene Solomon, Michael S. Schell, 2009-05-15 hether you run a giant corporation or workin a small business it s more than likely that you regularly deal with people of different cultures from customers and suppliers tosalespeople and colleagues It simply can t be overstated You will havetrouble succeeding in business today if youdon t appreciate and know how to actively manage global cultural diversity Managing Across Cultures examines why people aroundthe world behave as they do and providesactionable tactics for succeeding in today sglobal business environment Experts in the field of cross cultural training Michael Schell and Charlene Solomondescribe seven readily recognizable behaviors and explain what they mean how to interpret them and most importantly how to respond to them Managing Across Cultures is filled with casestudies illustrating the importance of understandingand dealing with cultural differences all aspects of business You ll learn how Intel's powerful global corporate culture is a critical element of itshistoric success Colgate Palmolive integratescultural understanding into itsglobal marketing programs GE adapts its effectivemanagement style to localbusiness cultures You ll also find out how underestimating cultural influence caused serious problemsfor organizations like DaimlerChrysler andWal Mart Managing Across Cultures takes you far beyondother books that simply catalog thecustoms gestures and language vagaries of other cultures This in depth strategic guidewill help in every facet of business fromhiring and motivating employees to developing winning sales pitches and marketing campaigns

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