

15.996 Cross-Cultural Leadership Assignment for 2nd class – Interacting with People

- Universalism vs Particularism
- Individualism vs Communitarianism (Collectivism)
- Neutral vs Emotional
- Achievement vs Ascription

Read (in your packet):

- Trompenaars, Fons and Hampden-Turner, Charles. Riding the Waves of Culture: Understanding Cultural Diversity in Global Business (2nd edition). New York: McGraw-Hill, 1998, pages: 1-10, 29-37, 49-53, 68-75, 80-82, 105-111, 121-122.

For the 2nd class, the organizing principle will be each of the dimensions (not the regions) we are discussing. I will introduce a dimension – then each team will discuss how its region/country maps to that dimension. Your team should

- Determine where your country/region is on each dimension (eg: extremely neutral, in the middle, extremely emotional)
- Come up with one anecdote for each dimension
- Email your presentation/notes to me. I will post it on the server.

If your team is taking a lead part on the Cross-Cultural Dialogue on Hiring and Compensation ...

The topic is how to make a hiring decision. This presumes a multi-national company where a hiring decision crosses national boundaries. The purpose of this dialogue is to illustrate the cultural assumptions about what constitutes “good hiring practices” and to underscore where the differences between those assumptions can lead to disagreement or misunderstanding.

- Prepare a presentation of “good hiring practices” for your country/region.
- Include expectations on how an appropriate compensation level will be determined

Other teams

- Know what constitutes “good hiring practices” for your country/region.
- Know how appropriate compensation levels are determined.
- Be prepared to describe how your country/region differs or is the same as the two lead teams.