



LEADERSHIP AND CHANGE MANAGEMENT IN A MULTICULTURAL CONTEXT

Carnegie Mellon University, Pittsburgh, PA, USA
November 18-21, 2013



Creating Leaders for a Complex World

“It raised my awareness about cultural differences and how to deal with them.”

President, Automotive Aftermarket, Robert Bosch GmbH, Germany

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Program at a Glance

Today's global business environment is exciting, evolving, and at the same time challenging: marked by change, complexity, and multiculturalism. The way in which we work has changed dramatically — virtual teams are commonplace, allowing little face-to-face interaction with the people we manage or report to who are based in other countries. Regardless of where our headquarters or domestic offices are located, we interact with global customers and our teams are staffed with international colleagues. Furthermore, our companies are frequently involved in the challenging process of absorbing competitors, being acquired, or being responsible for complicated reorganizations across global borders. These situations lead to management and communication challenges.

As a means of effectively addressing these issues, cross-cultural management and change management strategies are imperative. With this combination of strategies, executives have the concepts and tools to successfully bridge cultural differences, maneuver the dynamics of organizational culture, and align and engage people to achieve organizational objectives in a changing business environment.

Leadership and Change Management in a Multicultural Context helps managers gain new insights and develop their personal leadership skills to successfully handle these new challenges in their organization and beyond. The program also enhances their skills in regard to leading diversified teams, effecting change, and achieving organizational goals in global business.

NOVEMBER 18-21, 2013

**REGISTRATION DEADLINE:
OCTOBER 28, 2013**

**REGISTER ONLINE AT:
[HTTP://CBI.TEPPER.CMU.EDU](http://CBI.TEPPER.CMU.EDU)**

**CARNEGIE BOSCH INSTITUTE
TEPPER SCHOOL OF BUSINESS
CARNEGIE MELLON UNIVERSITY
PITTSBURGH, PENNSYLVANIA, USA**

“Very insightful information that will help with transition at our company.”

Global Director, Strategic Pricing and Implementation Department, MSA, USA

TARGET PARTICIPANTS

Leadership and Change Management in a Multicultural Context is designed for executives and mid- to upper-level managers who are focused on improving their leadership skills, knowledge, and effectiveness in a changing business environment or an international setting.

Recommended participants include those who:

- Supervise multicultural teams or departments
- Interact with international managers, colleagues, or customers
- Lead organizational change
- Engage in mergers, acquisitions, or complex reorganizations impacting a multinational business
- Hold or aspire to a key role in their organization
- Develop talent within an international organization



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PROGRAM HIGHLIGHTS

This highly interactive four-day program focuses on integrating the concepts of cross-cultural management and change management. Participants come away with the knowledge and expertise to effectively manage multicultural teams and lead change in complex business environments.

Key Program Points

- Effectively managing change and national and organizational cultural differences
- Cultural values and the impact of culture on management
- Cross-cultural management models
- Personal intercultural awareness profile
- Organizational culture and impact on leading change
- Change process simulation
- Developing a personal leadership approach for today's global business
- Tools and models that can be applied immediately in the workplace

CORE FACULTY

Leadership and Change Management in a Multicultural Context brings together leading faculty in the areas of organizational behavior, change management, and cross-cultural management.

DENISE ROUSSEAU

H.J. Heinz II Professor of Organizational Behavior, Heinz College and Tepper School of Business at Carnegie Mellon University

Dr. Rousseau teaches courses on evidence-based management and decision making. Her research focuses on the impact workers have on the employment relationship and the firms that employ them. Dr. Rousseau is a faculty director for the Institute for Social Enterprise and Innovation at Carnegie Mellon University. She has served as President of the Academy of Management and Editor-in-Chief of the *Journal of Organizational Behavior*. Dr. Rousseau is a two-time winner of the Academy of Management's George Terry Award for best management book (*I-Deals: Idiosyncratic Deals Workers Bargain for Themselves*, 2006; *Psychological Contracts in Organizations*, 1996).

JAMES STÜCK

Director, Global Associates, and Associate Professor of Management and International Business at Valparaiso University

Dr. Stück is a cross-cultural management practitioner, consultant, and professor. For more than 20 years, he has been a cross-cultural management consultant, with Global Associates. He has managed international teams for over a decade in South America, Europe, and Asia; worked for six years on Wall Street; and was an associate for eight years with ITIM BV, an international cross-cultural management firm based out of The Hague, Netherlands. Dr. Stück has taught executive-level courses at Accenture, Rockwell, and McDonald's. He is a professor of management and international business at Valparaiso University in Indiana.



REGISTRATION INFORMATION

Dates: *November 18-21, 2013 (Monday – Thursday)*

Location: Carnegie Bosch Institute at Tepper School of Business,
Carnegie Mellon University, Pittsburgh, Pennsylvania, USA

Register Online: <http://cbi.tepper.cmu.edu>

Limited Enrollment: To ensure a productive personal and interactive learning atmosphere, we limit enrollment to 35 participants. This group size guarantees a high return on your investment. Registrations are processed on a first-come, first-served basis, so register early.

Fee: The program fee of \$5,200 USD per person covers tuition, course materials, daily shuttle from the designated hotel, and most meals. Companies sending three or more participants, organizations with fewer than 500 employees, non-profits, and the government sector receive a 10% discount.

Accommodation: Rooms have been reserved at special seminar rates at a local hotel. Logistic details will be communicated to participants after registration. Cost of accommodation is not included in the program fee.

PLEASE REGISTER BY OCTOBER 28, 2013

For more information, email cbi@andrew.cmu.edu or call +1 (412) 268-7344

“Excellent and engaging seminar;
very knowledgeable faculty.”

Deputy Minister of Finance, Government of Liberia, Liberia

CARNEGIE BOSCH INSTITUTE FOR APPLIED STUDIES IN INTERNATIONAL MANAGEMENT

The Carnegie Bosch Institute for Applied Studies in International Management is a unique alliance between the renowned Carnegie Mellon University in Pittsburgh, Pennsylvania (USA) and the Bosch Group, a leading global supplier of technology and services in the areas of automotive and industrial technology, consumer goods, and building technology, headquartered in Stuttgart (Germany). The Institute was established as an entity within the Tepper School of Business at Carnegie Mellon in 1990 through a major endowment provided by the Bosch Group. The Carnegie Bosch Institute is positioned at the intersection of academia and industry. The mission of the Institute is to improve international management and its impact on leadership by enhancing the knowledge and performance of managers and executives in global operations, as well as supporting academic research in the field. The Carnegie Bosch Institute sponsors five academic chairs, funds research projects focusing on the management of international corporations, and provides innovative executive education programs targeted to the needs of multinational companies.

THE CARNEGIE BOSCH INSTITUTE APPROACH

The Carnegie Bosch Institute is respected for its focus on innovative, integrated executive training concepts, an outstanding international faculty, and a high-quality customer experience. At Carnegie Bosch Institute we provide our participants with the strategies and tools for highly effective management and leadership in today's complex and ever-changing global business world. All Carnegie Bosch Institute programs provide high levels of interaction between faculty and participants, integrated case studies and group work sessions, and multiple active learning tools. And because the role of people in business is recognized, there are plentiful opportunities to discuss, share, reflect, and re-evaluate business approaches. In addition, the small group size and diversity of the participants facilitate a unique environment to exchange ideas, grow personally, and foster the development of long-lasting professional networks. The overall result is more effective leaders for today's complex world.

Carnegie Bosch Institute

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