

SUSAN C. SCHNEIDER
JEAN-LOUIS BARSOUX
GÜNTER K. STAHL

Third Edition

MANAGING ACROSS CULTURES

As more and more companies gain a global reach, managing cultural differences is an increasingly important part of every job. This book demonstrates how culture affects management practice, from organisational structure to strategy and human resource management. Drawing upon evidence from the authors' research, it encourages managers to reconsider, explore and transfer alternative practices across national boundaries. As well as providing an insight into other cultures, this text provides readers with an increased awareness of their own.

The third edition of this book serves to expand the discussion of the impact of culture on effective management and on utilising differences to create competitive advantage. Employing tools of observation, questioning and interpretation, the book challenges assumptions and encourages critical reflection on the influences of culture in business.

Managing Across Cultures will appeal to both managers and executives working within an international business environment, as well as to students on a growing number of MBA and other undergraduate, postgraduate and post-experience courses.

Susan C. Schneider is Professor Emeritus of Human Resource Management at HEC University of Geneva, Switzerland. She has been Visiting Professor at INSEAD and ESSEC (France), NOVA University (Portugal) and Zhejiang University (China). As well as her research into cross-cultural management, she has actively worked to internationalise the 'mindsets' of managers and companies. Her current research focuses on diversity and corporate responsibility.

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Whether you run a giant corporation or work in a small business it is more than likely that you regularly deal with people of different cultures from customers and suppliers to salespeople and colleagues It simply can't be overstated You will have trouble succeeding in business today if you don't appreciate and know how to actively manage global cultural diversity Managing Across Cultures examines why people around the world behave as they do and provides actionable tactics for succeeding in today's global business environment Experts in the field of cross cultural training Michael Schell and Charlene Solomon describe 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 case studies illustrating the importance of understanding and dealing with cultural differences in all aspects of business You will learn how Intel's powerful global corporate culture is a critical element of its historic success Colgate Palmolive integrates cultural understanding into its global marketing programs GE adapts its effective management style to local business cultures You will also find out how underestimating cultural influence caused serious problems for organizations like DaimlerChrysler and Wal-Mart Managing Across Cultures takes you far beyond other books that simply catalog the customs gestures and language vagaries of other cultures This in-depth strategic guide will help in every facet of business from hiring and motivating employees to developing winning sales pitches and marketing campaigns *Managing Across Cultures: A Learning Framework* Meena S. Wilson,Michael H. Hoppe,Leonard R. Sayles,1996-11-01 Managing in a multicultural setting can be very challenging Culture strongly influences how people behave and how they understand the behavior of others and cultures vary in the behaviors they find proper and acceptable This report which integrates work done by experts in the fields of anthropology cross

cultural psychology and international business management with CCL's perspective on how executives learn from experience describes the cultural values often unconsciously held that underlie work in the U S and provides managers in the U S with a structured way of learning about the value preferences of people from other cultures Examples drawn from workplaces around the world aid in applying the framework **Managing Across Cultures: Study Guide; Student Edition** ,19??

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