

Syllabus – Elective Course

Course title:

Making the Most of Diverse Teams

Credits:

4 ECTS credits

Teaching language:

English

Target students:

Undergraduate students from all study areas with an interest in/who would like to learn about team building in culturally diverse teams.

Teacher in charge of the course:

Veronica RAMOS – CLARIFERP Intercultural Competency Program
Bernd Gibson - Instructor

COURSE PRESENTATION

Prerequisite:

To take this course, the students should have a good university level and should normally have completed at least one semester at university. They must have some ability to work as a group and be able to communicate easily in English at a standard university level. In other respects, the course is intended to serve a mix of profiles and learning backgrounds for a more diverse international learning experience.

Content:

This course will explore how we can best manage cultural identities in a diverse workplace and explore theories and strategies for creating synergy and minimizing the negative aspects of a diverse team.

Topics to be covered will normally include:

- Cultural identity and the workplace.
- Intergroup relations and group dynamics.
- Cultural dynamics of team development and cohesion.
- Theories of third culture building.



Learning Outcomes:

At the end of the course, the students should be able to:

- Understand the impact of culture on identity and team dynamics.
- Apply key theories related to team development, intergroup relations, and group dynamics in the context of culturally diverse workplaces.
- Identify practical approaches to fostering synergy and cohesion in diverse work teams, turning cultural differences into advantages.
- Practice reflective and collaborative skills through case studies, group role plays, and reflective exercises.

WORKLOAD

French contact hours = 60 minutes (in some countries/institutions, 1 contact hour = 45-50 minutes)

Form	Number of hours	Comments
Face-to-face, in-class, on-site learning	24 hours	
Approximate personal work/homework	12 hours	
Student total workload	36 hours	

EDUCATIONAL METHODS

The course is a mixture of short lectures, reflective exercises, case studies and group role play that will give you the opportunity to explore the topics covered in class.

RESOURCES

All course materials will be supplied in class. References may be made to the following resources:

- Bennett, M. (2013) Basic concepts of intercultural communication: Paradigms, principles, & practices. Boston: Intercultural Press.
- Gardenswartz L, Cherbosque J and Rowe A, (2020) Emotional Intelligence and Diversity. Journal of Psychological Issues in Organizational Culture 1.
- Molinsky, Andy. (2013). Global dexterity: how to adapt your behavior across cultures without losing yourself in the process. Boston, Massachusetts: Harvard Business Review Press.

ASSESSMENT

Form	Number	Comments
Continuous assessment (20%)	1	Quizzes, Presentations, Exercises.
Final exam (60%)	1	Evaluation based on case study analysis.
Other (student participation...) (20%)		Attendance, participation, and contribution to group discussion.

This syllabus is based on information available at the time of publication (September 2024). Changes may occur.

For updated information about course content, please contact us: lilleprograms@univ-catholille.fr