

MANAGING CULTURAL DIVERSITY: FINAL INDIVIDUAL RESEARCH PROJECT

THIS PROJECT CONTRIBUTES TO 70% OF YOUR FINAL GRADE

PROJECT DETAILS:

You may choose a subject from either of two broad categories for your research project:

- A) **Organization:** Choose an organization, preferably multi-national (*not your own*), either business corporation or non-governmental organization (NGO), with the objective of learning about the “cross-boundary” issues and challenges that it currently faces or has faced, or *that it may face*, based on its characteristics.

Use the course topics and handout as a guide to investigate, and the ideas and concepts from the course as tools to describe and analyze them. Among other aspects, you can look into:

- The multi-cultural and multi-national characteristics of this organization in its international operations.
- The multi-cultural characteristics of its domestic operations (wherever it happens to be based).
- Differences in organizational and professional “culture” that it faces.
- How this organization has succeeded in overcoming, or tries to overcome, cross-boundary issues of the kind covered in this course.

- B) **Situation:** Choose a leadership situation of interest to you, and investigate the “cross-boundary” challenges that characterize it. These leadership problems might include such situations as:

- Forming and leading a multi-national project team.
- Managing a department within an educational institution or corporation.
- Merging two organizations, or acquiring an organization
- Creating a “corporate culture.”

In studying this problem, you should investigate how various societal cultural

differences and organizational/professional cultural differences might affect it, and the “cross-boundary” communication problems, ethical issues and values conflicts encountered.

Associated tasks:

Task 1: You must email the instructor the topic and organization you wish to research and gain approval prior to proceeding with your project.

Task 2: You must produce an outline of your paper (Brief executive summary) of what you are going to cover in your research project. This is due on the last session.

Final Output:

1. Written paper +/- 2500 words. Not including the references

Deadline:

1. The assignment deadline is congruent with MSM’s final submission deadlines.

Grading Criteria:

	Individual paper	Weight
DD4	Criterion 1: STRUCTURE Does the report have a clear structure: introduction, analysis, conclusion? The introduction provides the objective of the report and sketches the background and the structure. In the analysis part you should analyze the company and its environment, discuss strategic options and evaluate these options. Finally you should also answer the questions asked in the introduction. In the conclusion you present recommendations that follow from your analysis.	15%
DD3	Criterion 2: ARGUMENTATION Is your argumentation logical, clear and convincing? Are your arguments consistent throughout your report? Are your arguments backed by facts and not by opinions?	30%
DD3	Criterion 3: PROBLEM STATEMENT Do you identify the right problems and do you place them in the appropriate context?	10%
DD2	Criterion 4: ANALYSIS Is your analysis embedded in the literature discussed during the course? Do you use the tools covered in the course to identify and discuss the problems of your organization?	25%
DD3	Criterion 5: CONCLUSION Do the conclusions and recommendations solve the problems identified and are they feasible. Do the conclusions follow from the analysis and discussion?	20%