1 Module content

Course	MA in InterCultural Management (ICM) - 1st year
University, Faculty	University of Burgundy, Languages and Communication Faculty
Module title	**An introduction to African culture and management**
Lecturer	Karolina Ehretsmann
Objectives	This course will focus on bringing about awareness of Africa's cultural complexity as well as an understanding of the role culture plays in business and management methods. The underlay of African cultural values will be explored relating to concepts such as communication, time, relationship to hierarchy…. This is an interactive course, where work of researchers and authors in cross-cultural management will be shared, in addition to activities and case studies.
Number of hours	3
Semester	First
Number of students	Around 30

2 Evaluation

Evaluation methods	Continuous assessment
Weighting	
Examination types	

3 Teaching methods

Pedagogy	Lecture,
Teaching activities	Lecture, activities, discussions, case study

4 Program

1. Overview of Africa and its complexity

2. Common cultural heritage of management

3. Different levels of cultural analysis

4. Main Principles of African Management: identity & relationship building, time management, leadership & status, communication styles & organisational behaviour

5 References

➢ Blunt P & Jones ML, (1992) *Managing Organisations in Africa*, Walter de Gruyter

➢ Dia M, (1996) *Africa's Management in the 1990s and Beyond – reconciling Indigineous and Transplanted Institutions*, The World bank

➢ Hall E, (1976), *Beyond Culture*, Doubleday

➢ Hall E, (1966), *The Hidden Dimension*, Doubleday.

➢ Hall E, (1959), *The Silent Language*, Doubleday.

➢ Hofstede G J & Minkov M. (2010). *Cultures and organizations: software of the mind, intercultural cooperation and its importance for survival*, Hofstede, G.

➢ d'Iribarne P, (2002), *Cultures et mondialisations*, Editions du seuil

➢ Jackson T, (2004), *Management and Change in Africa: A Cross-Cultural Perspective*, Routledge

➢ Javidan M, Dorfman P W, Sully de Luque M & House R J, (2006), *In the eye of the beholder: cross cultural lessons in leadership from project GLOBE*, ACAD MANAGE PERSPECT, vol.20 no.1 67-90.

➢ Lewis R D, (2013), *When cultures collide, leading across cultures*, Nicholas Brealy International

➢ Mbigi L (1997), *Ubuntu: the African Dream in Management*, Knowledge Ressources

➢ Meyer E, (2014), *The culture map*, Public Affairs

➢ Mutabazi E. (2008) *"Culture et gestion en Afrique noire: le modèle circulatoire"* dans Eduardo Davel E., Dupuis JP., Chanlat JF. *Gestion en context intercultural: approaches, problèmatiques, pratiques et plongées*, presses de l'Université Laval et télé-université (UQAM)