



Georgetown University  
School of Continuing Studies

**Cross Cultural Management and Negotiations**  
MPHR-804-01

Professor Kevin M. Kraham

Syllabus, Fall 2009

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**Course Overview**

Cross Cultural Management and Negotiations provides a theoretical framework of analysis for examining the meaning of culture globally. By focusing on the analysis of national and organizational cultures and the impact of individual behaviors, the course gives a strong basis for H.R. professionals to help managers to successfully manage in different countries and different populations. The course examines management theory of culture and cross-cultural issues and relationships, and the practical means of managing cultural differences and negotiating across cultures.

**Attendance**

Attendance is mandatory. Students are required to comply with the School of Continuing Studies' attendance policy.

**Grade Determination**

Your final grade in the course will be determined as follows: group presentation, 30%; paper, 50%; class participation, 20%.

The paper must be a scholarly research paper, 25 to 30 pages in length, using the APA's formatting and style guide. The paper timeline is as follows:

- submit topic for approval by 9/17/09;
- submit bibliography, research agenda, and writing timeline by 9/24/09;
- submit first draft by 10/29/09;
- final draft due: TBA.

Grades will not be changed unless it is demonstrated that a clerical or computational error occurred.

Final grades will be assigned as follows:

- A 93 - 100 %
- A- 90 - 92.9 %
- B+ 87 - 89.9 %
- B 83 - 86.9 %
- B- 80 - 82.9 %
- C+ 77 - 79.9 %
- C 73 - 76.9 %
- C- 70 - 72.9 %
- (there is no grade of D)
- F 0 - 59.9 %

**Syllabus**

Each week listed below includes assigned reading, subject to modification as class needs arise:

Required

JEANNE M. BRETT, NEGOTIATING GLOBALLY: HOW TO NEGOTIATE DEALS, RESOLVE DISPUTES, AND MAKE DECISIONS ACROSS CULTURAL BOUNDARIES (2d ed. 2007) (“NG”)

Recommended

JAMES BORG, PERSUASION: THE ART OF INFLUENCING PEOPLE (2009)

Supplemental assignments may also include selected commentary, which may be distributed from time to time. Although not required reading for Cross-Cultural Management and Negotiations, STRUNK & WHITE, THE ELEMENTS OF STYLE (4th ed. 1999) will inform your writing in every course.

**Note**

Complete assignments prior to – not during – class.

<b>Week</b>	<b>Topic</b>	<b>Assignment</b>
1 – 9/3/09	Introduction to Course; Culture and Negotiations	NG: Chapters 1, 2
2 – 9/10/09	Integrative Negotiations	NG: Chapters 3, 4
3 – 9/17/09	Integrative Negotiations and Culture; Culture and Negotiations	
4 – 9/24/09	Culture and Negotiations	
5 – 10/1/09	Conflict Management and Dispute Resolution	NG: Chapter 5
6 – 10/8/09	Conflict Management and Dispute Resolution	

7 – 10/15/09	Third Parties	NG: Chapter 6
8 – 10/22/09	Conflict Management and Dispute Resolution	
9 – 10/29/09	Multiparty Negotiations	NG: Chapter 7
10 – 11/5/09	Multicultural Teams	
11 – 11/12/09	Social Dilemmas	NG: Chapter 8
12 – 11/19/09	Government at the Table	NG: Chapter 9
13 – 12/3/09	Ethics	NG: Chapter 10

### **Student Policies & Academic Integrity**

You are required to read and comply with the policies set forth in the Student Handbook, available at

[http://www12.georgetown.edu/scs/mps/mps\\_student\\_handbook.cfm#\\_Toc206922375](http://www12.georgetown.edu/scs/mps/mps_student_handbook.cfm#_Toc206922375), including the University's Honor System.

- The Honor Pledge

*In pursuit of the high ideals and rigorous standards of academic life I commit myself to respect and to uphold the Georgetown University honor system;*

*To live out a commitment to integrity in all my words and actions;*

*To be honest in every academic endeavor;*

*And to conduct myself honorably, as a responsible member of the Georgetown community as we live and work together.*

*To live out the ideals of Georgetown University I commit myself to be a person for others in my daily life, respectful of difference and disagreement;*

*To care for this venerable campus and all of those with whom I share it;*

*And to fulfill in all ways the trust placed in me to carry on the Georgetown tradition.*

- Turnitin

By taking this course, you understand and agree that your written work product is subject to submission to Turnitin. Information about Turnitin is available at

<http://www.turnitin.com/static/company.html>.

### **Students With Disabilities**

Georgetown does not discriminate or deny access to an otherwise qualified disabled student on the basis of disability, and students with disabilities may be eligible for reasonable accommodations and/or special services in accordance with the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990. However, students are responsible for communicating their special needs to the Academic Resource Center ("ARC"). The University is not responsible for making special accommodations for students who have not requested an accommodation and adequately demonstrated their

disabilities. In addition, the University need not modify course or degree requirements considered to be an essential requirement of the program of instruction. All students with disabilities are encouraged to contact the ARC (Leavey Center, Suite 335; (202) 687-8354; [arc@georgetown.edu](mailto:arc@georgetown.edu)) early in their academic careers at Georgetown for guidance and information regarding possible accommodations. A list of accommodations can be found at <http://ldss.georgetown.edu/services.cfm>.