

07-08.10.2021
at TDU

● current program

On research approaches and perspectives
«Towards Constructive Intercultural Management» A conference

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Organized by:
Professor Ernst Struck, Turkish- German University, Istanbul
Professor Christoph Barmeyer, University of Passau

The Turkish-German University (TDU) in Istanbul, Beykoz is a special intercultural laboratory since 2010: German, Turkish and German-Turkish students and scientists work together in one place. The purpose of the conference is to promote intercultural dialogue in a very special way. Being a central meeting-point of interculturality, the Turkish-German University is a suitable place for our colloquium, which brings together internationally renowned scientists of intercultural management to point out and discuss the state of research and perspectives for the future in this field.

Intercultural Management, as a young interdisciplinary field of research influenced by social and cultural science research, investigates the influence of culture on work behaviour and organisations, and aims to contribute to a better understanding of cultural differences and facilitate intercultural interactions. Since then, intercultural management and organizational practices have increasingly been considered and discussed in research and practice. Most of this research, however, is strongly problem- and deficit-oriented and focuses on intercultural problems and difficulties.

A new current, however, focuses on constructive aspects of interculturality, which understands the encounter of cultural differences in a constructive, productive way as a resource: constructive intercultural management. In constructive interculturality it is assumed that cultural differences have an enriching and complementary effect, so that, for example, they lead to the joint negotiation of management and organisational practices. This could also be an orientation for the Diversity Management approach. How can we not only respect differences but combined then in a complementary way? This question is the central basic idea of the planned conference. The aim of the conference is to work on factors that promote constructive interculturality in organisations.

The international conference brings together some of the most internationally renowned scholars in the field of intercultural management and diversity management from Turkey, North America, Western Europe and South Africa, with whom the young academics, Master and Doctoral students, can exchange ideas in formal and informal settings. Special poster sessions are also planned for the young researchers, where they can discuss their work with the international scholars.

Participants of the conference are international and Turkish scholars, but also doctoral students and students of the TDU, as well as interested parties from companies, as Human Resource Managers.

no conference fees are charged

A **registration** for the conference by e-mail is required ~~XXXXXXXXXXXXXXXXXXXX~~
to Mrs. Kira Braun kira.braun@uni-passau.de

for further information and contact:

Prof. Dr. Ernst Struck struck@tau.edu.tr
Prof. Dr. Christoph Barmeyer christoph.barmeyer@uni-passau.de

Türk-Alman Üniversitesi | Türkisch-Deutsche Universität
Sahinkaya Cad. 106 - 34820 Beykoz / İSTANBUL

Current Program

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| 09:00 09:30 | Registration Welcoming address | Prof. Dr. Halil Akkanat, Rector of Turkish-German University Prof. Dr. Rita Süßmuth, President of the Consortium of the Turkish-German University and Former President of the German Bundestag |
| 10:00 | „Inculturality and Interdisciplinarity - ‘Intercultural Management’ at the Turkish-German University in Istanbul“ | Prof. Dr. Ernst Struck, Turkish-German University, Istanbul |
| 10:30 | “Constructive Intercultural Management. Context, concepts and contributing factors“ | Prof. Dr. Christoph Barmeyer, University of Passau |
| <i>Break</i> | | |
| 11:30 | „The Value of a truly Culture Perspective for Constructive Intercultural Management“ | Prof. Dr. Sonja Sackmann, Bundeswehr University Munich |
| 12:10 | „Constructive Intercultural Management at the Workplace: Enabling cultural knowledge by alleviating negative nationality status spill-overs“ | Prof. Dr. Lena Zander Department of Business Studies Uppsala University, Sweden |
| <i>Lunch Break</i> | | |
| 13:45 | Postersession Research in Intercultural Management | Madeleine Bausch, Sina Grosskopf, Constanze Ruesga Rath, Tuzienka Chenet, Birgit Gabriel and Selim Calik |
| 15:00 | “Perspectives on managing 4IR processes constructively in a multinational German technology organisation in South Africa” | Prof. Dr. Claude-Hélène Mayer, University of Johannesburg, Republic of South Africa (online) |
| <i>Break</i> | | |
| 16:20 | „The role of mobile employees in the construction of an intercultural educational space at TDU“ | Dr. Martina Maletzky, University of Passau |
| | <i>Event on the Bosphorus (limited attendance – special invitation) Transfer 17.30</i> | <i>Sponsored by</i> SIEMENS <i>Turkey</i> |

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| 09:30 | "Frame switching of boundary spanners: Turk biculturals in German multinational subsidiaries" | Prof. Dr. Dilek Zamantili Nayir Turkish-German University, Istanbul & Assist. Prof. Dr. Alessandra Vecchi Bologna University, Italy |
| 10:10 | "The Common Language of Trust" | Prof. Dr. Seyda Arzu Wasti Sabanci University, Istanbul |
| <i>Break</i> | | |
| 11:20 | "Integrating two giants within a common holding entity: the emerging role of the HR function in socio-cultural integration processes" | Prof. Dr. Eric Davoine, University of Fribourg, Switzerland |
| 12:00 | "Atypical leaders and their role in supporting equality, diversity and inclusion at work" | Prof. Dr. Mustafa Özbilgin Brunel Business School, London |
| <i>Lunch Break</i> | | |
| 13:45 | Panel discussion on Recruiting, Development and Diversity Management „Constructive Handling of Human Ressources ?“ | Assist. Prof. Dr. Levent Yilmaz, Turkish-German University, Istanbul and Dr. Fritz Audebert, ICUNet, Passau HR specialists of companies: Mercedes/Daimler: Betül Çorbacioğlu Siemens: Aslı Kunur Tırsan/Kässbohrer: Iffet Türken Bosch: Umut Güvenç Doğuş Group: Yalçın Cihan Bicioğlu and Demet Budak |
| <i>Break</i> | | |
| 15:20 | „Intercultural coaching for bicultural teams“ | Prof. Dr. Sylvie Chevrier, Université Gustav Eiffel, Paris |

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| 16:00 | "Culture and the Future of International Business and Management Research" | Dr. Ödül Bozkurt, University of Sussex, UK & Prof. Dr. Mike Geppert, Friedrich Schiller University, Jena |
| | <i>Break</i> | |
| 17:00 – 18.00 | "Future research directions in Constructive Intercultural Management" Final discussion | Professor Dr. Günter K. Stahl, Vienna University of Economics and Business, Vienna Prof. Dr. Ernst Struck, Turkish-German University, Istanbul Prof. Dr. Christoph Barmeyer, University of Passau |
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| Prof. Dr. Ernst Struck struck@tau.edu.tr Prof. Dr. Christoph Barmeyer christoph.barmeyer@uni-passau.de Türk-Alman Üniversitesi Türkisch-Deutsche Universität Sahinkaya Cad. 106 - 34820 Beykoz / İSTANBUL | | |