



Managing a Multicultural Workforce

Australia is an increasingly multicultural society and workforce. This masterclass will provide executives with practical tools and techniques to improve their understanding of international cultural differences, and their ability to manage a multi-cultural workforce.

Recommended audience

This masterclass is designed for executives with responsibility for managing a multicultural workforce in a local or multi-national context and who want to improve their cultural awareness and ability to manage others.

Key benefits

By the end of the masterclass participants will be able to:

- Appreciate various definitions of culture
- Define and describe various cultural concepts and differences
- Appreciate the various issues and implications for human resource management
- Adapt their management approach to consider international cultural differences
- Apply the tools and techniques to improve the management of a multicultural workforce

Topics to be covered

- Definitions of culture
- The cultural context of international human resource management
- Linkages to the work of Hofstede, Globe, Trompenaars, Hampden-Turner, and Hall & Hall
- Cultural differences – power distance, individualism, masculinity, uncertainty avoidance, long-term orientation, and indulgence
- Political, economic, social, technical, legal, and environmental issues for human resource management
- Management of international workforce
- Adaptation to cultural differences

Length of session

One full-day of combined short interactive lectures and group discussions

