

07-08.10.2021
at TDU

● current program

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

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



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

International conference "Towards Constructive Intercultural Management - A conference on research approaches and perspectives" 08.10.-09.10.2021

Prof. Ernst Struck (TDU) and Prof. Christoph Barmeyer (University of Passau) organized a DAAD-funded international conference entitled "Towards Constructive Intercultural Management. A conference on research approaches and perspectives". The opening speech was given by the TDU Rector Prof. Halil Akkanat and the President Prof. Rita Süßmuth. Prof. Ernst Struck started the conference with an opening presentation about TDU and the double master program in intercultural management and Prof. Christoph Barmeyer introduced the research approach of constructive intercultural management.

Internationally renowned researchers from Turkey, Great Britain, Germany, France, Sweden, Austria, Switzerland and South Africa as well as doctoral students and students of the double master program "Intercultural Management" of TDU participated in the conference. They presented and discussed the state of research from different disciplinary, paradigmatic, thematic, and methodological perspectives. The focus was also on cultural pluralism in the sense of multiple cultures, dynamic aspects of interculturality in organizations, as well as practical references.

International participation

Many international scholars participated in the conference held at TDU. Prof. Sonja Sackmann from the Bundeswehr University in Munich pointed out in her presentation the cultural perspectives in intercultural management and added that intercultural management is highlighted by the value of a real culture. Afterwards, Prof. Lena Zander from Uppsala University made a presentation on Constructive Intercultural Management in the Workplace. This was followed by a poster session in which junior researchers Madeleine Bausch, Sina Grosskopf, Constanze Ruesga Rath, Tuzienka Chenet, Birgit Gabriel, Özge Çetin and Selim Çalık presented their research findings.

In the last session of the first day, Prof. Claude-Hélène Mayer from the University of Johannesburg held an online presentation on process management of a multinational German technology company in South Africa in the context of Industry 4.0 (digitalization of industrial production). The first day of the conference ended with a presentation by Dr. Martina Maletzky on mobile lecturers at TDU as an intercultural training space.

Boat trip on the Bosphorus

The evening was finished with a boat trip on the Bosphorus. The boat trip, sponsored by Siemens, started at the port in Beykoz. The guests enjoyed the wonderful short trip and were able to see the most beautiful parts of Istanbul from Bosphorus.

Common intercultural language in management

The second day of the conference started with the joint presentation by Prof. Dilek Zamantılı Nayır from TDU and Assist. Prof. Dr. Alessandra Vecchi from Bologna University entitled "Change of Border Keys: Turkish Biculturalism in German Multinational Subsidiaries". The presentation by Prof. Syeda Arzu Wastis from Sabancı University entitled "Common Language of Trust" was followed by the presentation by Prof. Eric Davoine from Friborg University on the role of human resources in socio-cultural German-Swedish integration of a multinational company.

A panel on human resource management was held moderated by Assist. Prof. Levent Yilmaz and Dr. Fritz Audebert, HR Directors Betül Çorbacıoğlu from Mercedes, Aslı Kunur from Siemens and Umut Güvenç from Bosch. The panel addressed topics such as the attractiveness of Turkey and Istanbul for young talent, the impact of digitalization on recruitment processes, and diversity management.

The future of the intercultural approach to human resource management

From Brunel Business School, Prof. Mustafa Özbilgin held a presentation on the role of exceptional leaders in promoting equality, diversity and inclusion.

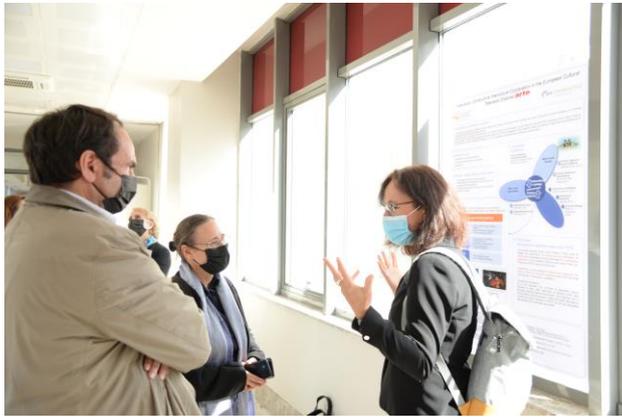
Prof. Sylvie Chevrier from Gustave Eiffel University focused on intercultural research and what value it has for bicultural teams, while Dr. Ödül Bozkurt from Sussex University and Prof. Mike Geppert from Friedrich Schiller University gave a joint presentation on the culture and future of international management research.

The final presentation was held jointly by Prof. Günter K. Stahl from University of Vienna, Prof. Ernst Struck from TDU, and Prof. Christoph Barmeyer from University of Passau, on the possible future research directions of constructive intercultural management.

Impressions of the conference:







Current Program

7.10.2021

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, Özge Cetin 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>

Turkish German University, Istanbul
"Towards Constructive Intercultural Management."
A conference on research approaches and perspectives

8.10.2021

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

Turkish German University, Istanbul
"Towards Constructive Intercultural Management."
A conference on research approaches and perspectives

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
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		