

General Information:	
<b>Date</b>	16 till 20 June 2025
<b>Teaching units (90 mins)</b>	12 teaching units
<b>Location</b>	Münster
<b>Country</b>	Germany
<b>Price</b>	625 €
<b>VAT</b>	19 %
<b>Minimum Number of Participants</b>	5
<b>Accommodation</b>	Accommodation not provided
<b>Your trainer</b>	Dr. Jan Schmidt



## Course Description

In the academic context, teams are often international, presenting unique challenges for leaders. Leadership is already complex, and diverse cultural backgrounds add further intricacies. This workshop explores key leadership concepts and their relevance in multicultural teams. We will address leadership styles and how cultural diversity demands greater adaptability from leaders. Established models such as Hofstede's Cultural Dimensions, Hall's Context Model, and the GLOBE study will be used to understand these challenges. Whenever possible, we will work on real cases provided by the participants.

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<p><b>Overall objectives of the mobility</b></p>	<ol style="list-style-type: none"> <li>1. Grasp the basic concepts of leadership and how they are shaped by cultural backgrounds.</li> <li>2. Understand the sociological role theory as a framework to explore the interplay between personal traits and leadership functions.</li> <li>3. Explore various leadership styles and how they are influenced by cultural diversity.</li> <li>4. Develop effective communication and motivation strategies for international teams.</li> <li>5. Learn conflict management techniques in diverse teams through practical case studies.</li> </ol>
<p><b>Added Value of the mobility (in the context of modernisation and internationalisation of the sending institution)</b></p>	<ol style="list-style-type: none"> <li>1. The institution will benefit directly as participants enhance their ability to effectively lead international teams.</li> <li>2. Participants will share their newly acquired insights and leadership strategies within their institution, fostering internal growth.</li> <li>3. Participants will expand their professional network by connecting with leaders from other universities, promoting future collaboration.</li> </ol>
<p><b>Activities to be carried out</b></p>	<ol style="list-style-type: none"> <li>1. Highly interactive sessions encouraging participants to share their experiences and raise questions.</li> <li>2. Small group and pair work to foster collaboration and peer learning.</li> <li>3. Case study analysis for practical, real-world application.</li> <li>4. Role-playing exercises (including AI support) to simulate leadership scenarios.</li> <li>5. Presentations and expert input from the trainer to provide theoretical grounding.</li> </ol>

<p><b>Expected impact and outcome</b></p>	<ol style="list-style-type: none"> <li>1. Participants will gain increased confidence in their leadership abilities.</li> <li>2. They will be better equipped to manage team dynamics in culturally diverse settings.</li> <li>3. Participants will develop enhanced skills for motivating and communicating with individuals from different cultural backgrounds.</li> <li>4. They will acquire effective strategies for handling and resolving conflicts in international teams.</li> <li>5. Participants will leave with practical tools and frameworks to apply immediately in their leadership roles.</li> </ol>
<p><b>Target group</b></p>	<p>Leaders in academic institutions, university administration, and the scientific community.</p>
<p><b>Your Destination</b></p>	<p>Welcome to the beautiful city of Münster! Awarded the title of one of the world's best cities to live in a few years ago, Münster is known for its many students and its green spaces. The driving force behind this is the University of Münster and several universities of applied sciences: They attract more than 40,000 young people. There is also a vibrant cultural scene just waiting to be explored.</p>

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<b>Monday</b>	<b>Tuesday</b>	<b>Wednesday</b>	<b>Thursday</b>	<b>Friday</b>
09.00-12.30	09.00-12.30	09.00-12.30	09.00-12.30	09.00-12.30
1. Welcome! 2. Introduction of participants/onboarding 3. What is "Leadership"? 4. Leadership in the perspective of different cultures 5. Leadership and personality (sociological role theory)	1. Leadership styles 2. Situational and person-oriented leadership	1. Communication in cross-cultural teams (Part II) 2. Conflicts, conflict management and culture (Part I)	1. Conflicts, conflict management and culture (Part II) 2. Cases and case studies	Bring in your questions and topics! / Q&A
12.30-13.30	12.30-13.30	12.30-13.30	12.30-13.30	12.30-13.30
<i>Lunch</i>	<i>Lunch</i>	<i>Lunch</i>	<i>Lunch</i>	<i>Lunch</i>
13.30-15.00	13.30-15.00	13.30-15.00	13.30-15.00	13.30-15.00
1. Basic Leadership tasks ... 2. ... and intercultural challenges	1. Communication in cross-cultural teams (Part I)	Free time! - Connect with colleagues, explore the city!	1. Motivation as key factor for performance. Special focus: Influence of culture on different types of motivation	Wrap up and departure
Evening	Evening	Evening	Evening	Evening