

16-17.04.2020  
at TDU

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

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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.

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*no conference fees are charged*

A **registration** for the conference by e-mail is required by **April 1, 2020** at the least to Mrs. Elena Dueck [elena.dueck@uni-passau.de](mailto:elena.dueck@uni-passau.de)

for further information and contact:

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**16.04.2020**

9:30	Welcoming address	Prof. Dr. Halil Akkanat, Councelor 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
	Break	
11:30	The Value of a truly Culture Perspective for Constructive Intercultural Management	Prof. Dr. Sonja Sackmann, Bundeswehr University Munich
12:10	Cross-Cultural Management & Cultural Identity: Past Perspectives and Present Prerequisites	Prof. Dr. Mary-Yoko Brannen, University of Victoria, Canada/ Copenhagen Business School, Denmark
	Lunch Break	
13:40	Postersession: Research in Intercultural Management	Doctoral and Master Students: Madeleine Bausch, Sina Grosskopf, Carina Stumpf, Birgit Gabriel, Corina Brandt, Dilara Gökdemir, Martin Maciazka, Özge Cetin, Derya Taskin and others...
14:30	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
	Break	
15:40	The role of mobile employees in the construction of an intercultural educational space at TDU	Dr. Martina Maletzky, University of Passau
16.20	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
17:00	Transfer to the boat	
18:15-22:30	Event on the Bosphorus with diner buffet (limited attendance)	

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9:30	Frameswitching of boundary spanners: Turk biculturals in German multinational subsidiaries	Prof. Dr. Dilek Zamantılı Nayır Marmara University, Istanbul & Prof. Dr. Rachel Shinnar, Appalachian State University, Boone, North Carolina, USA
10:10	The Common Language of Trust	Prof. Dr. Şeyda Arzu Wasti Sabancı University, Istanbul
	Break	
11:20	Cross-cultural Management and Diversity Management: Are they (rival) siblings?	Prof. Dr. Zeynep Aycan Koç University, Istanbul
12:00	Atypical leaders and their role in supporting equality, diversity and inclusion at work	Prof. Dr. Mustafa Özbilgin Brunel Business School, London
	Lunch Break	
13:30	Constructive Handling of Human Resources? Panel discussion on Recruiting, Development and Diversity Management	Assist. Prof. Dr. Levent Yılmaz, Turkish-German University, Istanbul and HR specialists of companies
	Break	
14:40	Building an inclusive culture, the role of organizations	Prof. Dr. Fabrizio Maimone LUMSA University, Rome
15:20	Intercultural coaching for bicultural teams	Prof. Dr. Sylvie Chevrier, Université Gustav Eiffel, Paris
	Break	
16.30	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
17:15-18:00	Future research directions in Constructive Intercultural Management	Prof. Dr. Günter K. Stahl, Vienna University of Economics and Business, Vienna
	Final discussion	Prof. Dr. Ernst Struck, Turkish-German University, Istanbul & Prof. Dr. Christoph Barmeyer, University of Passau