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* Paradigm or flavor? Cross-cultural profs





A Specialized Paradigm or an Interdisciplinary Flavor?

* It is true that there is no such thing as a good or bad culture in a general sense (...) it is possible to evaluate the desirability of specific cultural features. Some are currently better than others in terms of fostering economic growth. But they are worse in a different coordinate system; the carriers of those cultures are less happy and less satisfied with their lives. If educational achievement is taken as a criterion, some cultures are more likely nowadays to promote success in modern education than others. But the same cultures have higher suicide rates.

* He discusses societal differences in speed of economic growth, thrift, and saving, attitudes toward work, leisure, freedom of speech and deviation from norms, happiness, educational achievement, religiousness and national pride, suicide rates, lethal violence, HIV and adolescent fertility, corruption, road death tolls, and the rule of law and finds that they form convincing cultural structures that shed light on the national cultures

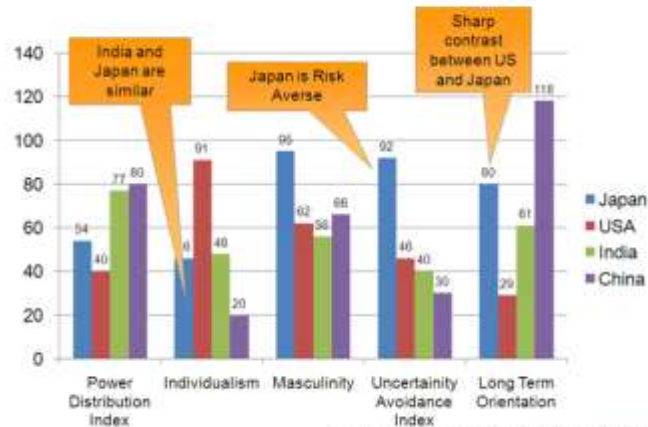
* ***Ultimately, how good or bad a particular culture is is a matter of individual perception and judgment (Minkov)***

- * Anna Wierzbicka, Bram de Swaan, Emmanuel Todd, Max Boisot
- * Studying differences between culturally conditioned preferences via semantic fields (universals), ecology of language populations & convergences of Islam or professional subcultures

- * Marieke de Mooij
- * Applying Hofstedian model of international differences of cultural preferences based on nationwide socialization patterns to tool kits for marketing out of a national context

* Disciples/Alternatives

Individualism, Collectivism and Impact on Management Methodologies



Source: http://www.geert-hofstede.com/hofstede_dimensions.php



* Real inequalities,
unequal realities...

* “The value dimensions will no longer appear as a universal typology that captures cross-cultural differences but as a very distinct construction that reifies a scheme of global hierarchy. (...) Dramatizing tensions within the Euro-American elite, it might be said, conveniently obscures the more acute power issues at play between them and their (common) others.” (Galit Ailon, 2008)

“On the crest of their second revolution, the managers banished the pursuit of routine and invited the forces of spontaneity to occupy the now vacant room. They refused to manage: instead, they now demand that the residents, on the threat of eviction, *self-manage*.” (Bauman, 2011)

IACCM - 07, AoM - 08
iaccm - 2013, Warwick



- * “Functional stupidity is organizationally supported lack of reflexivity, substantive reasoning and justification. It entails a refusal to use intellectual resources outside a narrow and ‘safe’ terrain. It can provide a sense of certainty that allows organization to function smoothly. This can save the organization and its members from the friction provoked by doubt and reflection. (Alvesson, Spicer)

* CMS; criticism & the growth of knowledge

- * IRIC †2004; intercultural = international
- * IBM / Amazon; a CIA cloud inside ICT; 2013
- * Age-ism; labor market for the young & retirement age for the old
- * Siren Servers & values in economy/politics



* Who do we talk to?

- * We talk to individuals and those who shape their personalities, characters, minds
- * We talk to managers and those whom they coach, control, employ
- * We talk to ourselves - fellowteacherscitizens



* **Knowledge + values =
authority to teach**



Public or private? 1968 - protests, 1974 - private, 2008; consumption hype bust, OWS/Tahrir/Taxim - shifting involvements

Clustering/mobilizing: citizens, elites, aggregate agencies, social movements, activists...

* Unauthorized autobio

- * Collapsed factories in Dhaka, Bangladesh, we are no longer allowed to hide behind the façade of cross-cultural differences of, say, power distance or ambiguity tolerance in order to close our eyes to the killing inequalities. The collapse in Dhaka in 2013 killed 1,129 workers



* Diversity & futures



* “How might recognizing third world women as knowledgeable about international businesses reconfigure IM theory and research?” Ozkazanc-Pan, 2008, AoM Journal

* **Avaaz=global citizens translating in subcults**

- * Social sciences remix: learning from DJ turn tables & improvisation
- * Burawoy & cultural anthropology
- * PARECON & Znet & Zsocial networking a la Goldfarb & grassroots
- * ??



* SocCult evolving by negotiated design