



LEADING A MULTICULTURAL WORKFORCE — BUSN 1330

A. Course Description

- **Credits:** 3.00
- **Lecture Hours/Week:** 3.00
- **Lab Hours/Week:** 0.00
- **OJT Hours/Week:** 0
- **Prerequisites:** None
- **Corequisites:** None
- **MnTC Goals:** None

Learn how to adapt global and multicultural contexts into traditional leadership theories. Develop assimilation strategies that do not lose the many advantages that diversity offers. Examine the leadership challenges regarding ethics, social responsibility, accountability and training in a multicultural environment. Choose appropriate leadership styles to build teamwork and collaboration. Raise the awareness of the workforce at all levels to leverage the value of diversity.

B. Course Effective Dates: 5/21/14 – Present

C. Outline of Major Content Areas

As noted on course syllabus

D. Learning Outcomes

1. Assess individual, professional, organizational, and societal levels for multicultural competence
2. Build multicultural teamwork and collaboration
3. Choose appropriate leadership styles
4. Compare and contrast leadership and multicultural leadership
5. Create a leadership portfolio
6. Demonstrate ethics & social responsibility
7. Discuss global multicultural leadership competencies
8. Establish and maintain relationships
9. Examine effective communication methods
10. Identify barriers and techniques to overcome them
11. Instill personal accountability and effective work habits
12. Lead training initiatives to increase diversity awareness

13. Leverage the advantages of diversity when setting vision, mission and goals
14. Re-model traditional training and learning theories
15. Stimulate assimilation into a common organizational culture
16. Use motivation techniques that appeal to different personalities and cultures

E. Minnesota Transfer Curriculum Goal Area(s) and Competencies

F. Learner Outcomes Assessment

As noted on course syllabus

G. Special Information

None noted