

# Proposal for cross cultural effectiveness culture gap and expatriate training

[Business](#)



Cross Cultural Effectiveness- Cultural Gap and Expatriate Introduction My topic for the project is cross-cultural effectiveness a case of cultural gap and expatriate. This topic fits my interest in investigating how firms fight cultural gap as they take measures to fit in the global market. Through globalization many international corporation have accessed other markets that were never targeted before. Corporations must, therefore, seek for policies that ensure cultural competence. Cultural competence requires companies to define a code of conduct, and demonstrates behaviors, attitudes, policies and structures upon which they will operate to ensure effective cross culture integration. I picked this topic because it will help me outline the need for an international organization to have leaders who can adjust to different environments quickly and work with partners and employees of other culture.

With globalization, it is not wise to assume that a manager who does well in a given a country will automatically succeed in another different country. International Corporations, therefore, need needs an explicit measure of ensuring efficient cross culture integration in its management. This integration can help understand leaders who work in the newly globalized market

After outlining my proposal, I will review relevant sources of information to prepare an annotated bibliography. To compile annotated bibliography I will take into consideration various books such as Handbook of Intercultural Training by Dan Landis, Reading and Cases in International human management by Mendenhall, Mand Expatriate Journeying: A holistic perspective on the care and development of overseas personnel by

Westwood, D. Once the annotated bibliography is developed and submitted, the paper will be completed by making educated recommendations on how to integrate the difference in culture and globalization. I will also make clear suggestions on what the future steps international organization must make to ensure cross-cultural effectiveness. The paper will also make a recommendation on further area of the subject that needs further research.

#### Reference

Landis, D. (2011). Handbook of intercultural training (2nd ed.). Thousand Oaks, Calif.: Sage publication.

Mendenhall, M. (2000). Readings and cases in international human resource management (3rd ed.). Cincinnati, OH: South-Western College Pub.

Westwood, D. (n. d.). Expatriate journeying a holistic perspective on the care and development of overseas personnel.