

> Thursday, March 18th, 2021
09:00 – 10:30 and 10:45 – 12h30
ICIE RESEARCH WORKSHOP



EMPOWERING CHANGEMAKERS FOR A BETTER SOCIETY



PRESENTATION

A WORKSHOP PROPOSED IN THE CONTEXT OF
THE 2ND IESEG INTERCULTURAL ENGAGEMENT WEEK COORDINATED BY ICIE
(IESEG CENTER FOR INTERCULTURAL ENGAGEMENT)

CROSS-CULTURAL MANAGEMENT STUDIES: STATE OF THE FIELD IN THE FOUR RESEARCH PARADIGMS

By Laurence Romani, Stockholm School of Economics

Laurence Romani, Ph.D., Associate Professor at the Stockholm School of Economics (Sweden). Laurence's work focuses on issues of representation and interaction with the cultural other in respectful and enriching ways. Her current research empirically investigates cultural diversity and inclusion in organisational practices. Promoting diversity is also part of her research activities: she endeavours to present alternative theories and approaches to cross-cultural management than the mainstream ones, promoting first interpretive intercultural studies and subsequently critical perspectives in cross-cultural management. She considers contributions from critical management, feminist and postcolonial organization studies to further cross-cultural management research and teaching. Laurence's work appears in *Organizational Research Method*, *Academy of Management Learning and Education*, *Journal of Business Ethics* or the *International Journal of Cross-Cultural Management*. She co-edited *Cross-cultural Management in Practice: Culture and Negotiated Meanings* (Edward Elgar).

Laurence will offer a short introduction to critical cross-cultural management (CCM) studies, that is, CCM research that pays attention to the various ways in which power relations permeate intercultural interactions and their management. She first presents a few key features of these studies, in their meta-theoretical positioning in the sociology of radical change and an agenda of de-naturalization, and in their methods. With examples from three major streams of studies in critical CCM (namely interpretivist studies adopting a critical agenda, Marxist analyses, and postcolonial studies), Laurence will highlight distinctive contributions from the critical CCM stream of research to the broader field of CCM.

