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Citation: Powell, Lynne (2008) Developing Cultural Intelligence. In: Northumbria conference 2008: A World of Difference?, 9 September 2008, Northumbria University, Newcastle upon Tyne, UK.

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# Developing Cultural Intelligence

## **This Issue:** **Research Overview**

### Keywords:

- Cultural Intelligence
- Management Competence
- Experiential Learning
- Higher Education
- Diversity

### **Method:**

Positivist: deductive, quantitative approach.

Development of hypotheses.

Build on existing self-assessment tools.

Distribution of questionnaire, before and after teaching.

Analyse findings against extant literature



Low Cultural Intelligence Can Hijack Your Career:

Will You Shine on the Global Stage or Cause an International Incident.  
(Leung, 2008)

## **Rationale and Overall Aim**

This research positions itself in terms of changing realities: demographic and cultural change transforming the world in which we live and work (Bucher, 2008).

Early references to cultural 'empathy' and cultural 'sensitivity' have now been developed into a growing body of literature on cultural 'intelligence'

with a view by (Earley, Mosakowski, 2004; Earley, Ang, 2006:) that today's employees need cultural intelligence, that is the awareness, understanding and behaviours that allow them to effectively interact with people from diverse cultural backgrounds in all kinds of settings.

The research will consider the impact of formal and informal curricula on the

development of cultural intelligence in post-graduate business and management students with an emphasis on the added value dimension of studying in a diverse student group.

Outcomes may add to the body of literature in the field: assist with curriculum design and delivery and offer students an opportunity to develop and identify development needs in this area





