

Welcome to ORG322-741

Leadership in the Global Workplace

With Corey Fenstemacher, Psy.D.

Course Description

A leader's ability to approach diversity from a perspective that can use individual differences to empower followers is becoming increasingly important in the global workplace. This course introduces students to the changing role of leadership within multicultural and multinational organizations while identifying the leadership skills necessary for preparing organizations for success in globally diverse environments.

Course Learning Outcomes

Upon the completion of this course, students will be able to:

1. Articulate a definition of global leadership
2. Explain the role of leadership in the global workplace
3. Identify the leadership skills needed for leaders to be successful within multicultural and multinational organizations
4. Be able to identify and compare differing cultural values and differing worldviews
5. Explain how leaders can deal with differences without increasing grievances
6. Describe how inclusion can improve performance
7. Identify organizational changes that support inclusion

Required Readings

Gundling, E. & Williams, C. (2021). *Inclusive leadership, global impact*, Aperian Global. ISBN: 0578913283

Additional readings and videos will be assigned in Brightspace.

Please be sure to rent or purchase this text prior to the beginning of the term as the course requires weekly reading assignments from it.



About the Instructor

I studied psychology as an undergraduate. After ten years in advertising, I returned to psychology, earning a masters and doctorate in psychology with a focus on working with organizations (also known as Industrial and Organizational Psychology). I have worked for global consulting firms in talent and leadership development and in Human Resources for a global media company. I've been teaching college students, managers and executives for over twenty years. My favorite thing about teaching is that no matter how many times I teach the same course, or the same students, I learn something new from each group. *The course is always different because no group of students is the same.* I'm originally from the Utica area. My husband and I spend time between Brooklyn and the Cooperstown area with our rescue cat, Ashwagandha (Ash). In my free time, I consult to HR leaders and business leaders and volunteer with animal welfare organizations.

Looking forward to getting to know you in our classroom!

Corey

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