

Workshop on “Intercultural Competences”

- Time and Date: November 01 - 02, 2018
- Place: University of Southern Denmark, Denmark
- Chair: Nicole Franziska Richter
- Participants: Sven Hauff, Christopher Schlägel (network members)
Melissa Beach (SDU), Tina Davidson (Erasmus University Rotterdam),
Julie Emontspool (SDU), Fang Fang (UiA), Roman Glass (Université
Grenoble Alpes), Alaa Hajlaoui (Université Grenoble Alpes), Sofie
Hansen (SDU), Alev Kuruoglu (SDU), Erik Lankut (UiA/SDU), Jenia
Rosentreter (Helmut Schmidt Universität), Marian van Bakel (SDU),
Jennifer Widdel (SDU), Nooria Yari (SDU/UiA)
- Invited guests: Professor Günter Stahl (WU Vienna, Austria),
Professor Linn van Dyne (Michigan State University, USA)
- Programme: Pre-workshop evening: In an informal get-together on Wednesday
evening, participants had the chance to get to know each other and to
exchange first thoughts on research connections and ideas.
- Workshop day 1: After a welcome, the day was organized with three
more formal presentations: (i) Christopher Schlaegel presented a meta-
analysis that identifies the associations between cultural intelligence
(CQ) and different work related outcomes*; (ii) Linn van Dyne
presented a paper on the bi-factor theory of the four-factor model of CQ
and discussed recent research on CQ and its future research
implications**; and (iii) Günter Stahl presented a project that provides
an overview of the research landscape on determinants of integration
success of migrants into the workplace and society***.
- The formal presentations were followed by an open discussion in which
participants were able to ask questions and to discuss issues and
concepts related to the three presentations. The focus was particular on
the connection between the three presentations/topics. The discussion
was closed by an identification of interest areas for day 2 (see
preliminary workshop programme for further details).
- Workshop day 2: After a welcome, all participants took part in a
“Worldcafé” in that three groups subsequently discussed research
questions related to three interest areas identified in day 1: determinants
and development of CQ, team-level (outcomes of) CQ, and CQ and
integration success of migrants. The individual sessions were each
hosted by one of the research network members who summarized the
outcomes of the three sessions afterwards.
- Thereafter, the workshop was formally closed, yet there was time
offered for informal networking between individual workshop members
which was strongly used during the afternoon.

*Schlaegel/Richter/Taras (2018, work in progress): Cultural intelligence and work-related outcomes: A meta-analytic review, in: in progress for (re-)submission. A shortened version published in the AOM Best Paper Proceedings is provided.

**Rockstuhl/Van Dyne (2018): A bi-factor theory of the four-factor model of cultural intelligence: Meta-analysis and theoretical extensions, in: *Organizational Behavior and Human Decision Processes*, 148, 124-144.

*** Hajro/Stahl/Clegg & Lazarova (2018, forthcoming): Acculturation, Coping and Integration Success of International Skilled Migrants: An Integrative Review and Multi-Level Framework, in: *Human Resource Management Journal*.

Outcomes:

Publication projects agreed:

Agreement on a joint publication project on migrants between several core network members (Hauff/Richter) involving a survey to be performed in Germany and a paper draft to be submitted to a special issue of the *Human Resources Management Journal* "The role of HRM in refugee workforce integration – Advancing theory and enhancing practice".

Agreement to cooperate in the analysis of data in the project EUDIM (on integrating migrants) between Günter Stahl and two of SDU's thesis candidates (supervised by Nicole Franziska Richter).

The network members offered Günter Stahl to perform as national survey partners in the global migrant project he is leading with different international partners (outcome is still open).

Agreement on meetings between two teams of co-authors of the two meta-analysis related to CQ: Rockstuhl/van Dyne and Schlaegel/Richter/Taras to identify potential areas for cooperation on the current meta-analysis presented by Christopher Schlaegel.

Some impressions:



Presentation: Günter Stahl (day 1)



Presentation: Linn van Dyne (day 1)



Presentation: Christopher Schlaegel and workshop participants (day 1)



Workshop participants during the Worldcafé Session (day 2)