

1. Record Nr.	UNINA9910661314003321
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Titolo	Managerial effectiveness in a global context / / Jean Brittain Leslie ... [et al.]
Pubbl/distr/stampa	Greensboro, N.C., : Center for Creative Leadership, c2002
ISBN	9781604911039 1604911034
Edizione	[1st ed.]
Descrizione fisica	1 online resource (105 p.)
Collana	A Center for Creative Leadership report
Altri autori (Persone)	LeslieJean Brittain
Disciplina	658/.049
Soggetti	International business enterprises - Management Industrial management
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Description based upon print version of record.
Nota di bibliografia	Includes bibliographical references.
Nota di contenuto	<p>""Table of Contents""; ""List of Tables and Figures""; ""Preface""; ""Introduction""; ""Model""; ""Methods""; ""CHAPTER 1: Managerial Rolesa€?Similarities and Differences in Domestic and Global Work""; ""CHAPTER 2: Managerial Traitsa€?Personality and Effectiveness in a Global Context""; ""CHAPTER 3: Managerial Capabilitiesa€?Learning and Effectiveness as a Global Manager""; ""CHAPTER 4: Experiencea€?Cosmopolitanism and Managerial Effectiveness in a Global Context""; ""CHAPTER 5: Experiencea€?The Influence of Diversity on Managerial Effectiveness""</p> <p>""CHAPTER 6: General Discussion and Conclusions""""References""; ""Appendix A""; ""Appendix B""; ""Appendix C""; ""Appendix D""; ""Appendix E""; ""Appendix F""; ""Appendix G""</p>
Sommario/riassunto	<p>The rapid expansion of globalization and multinational corporations means more and more managers work across the borders of multiple countries. Some of them are expatriates; most are not. And although many of these managers are not wrestling with the issues of relocating and adjusting to living in a different culture, they all find themselves dealing with cultural issues - defined in the broadest context - every time they pick up the phone, log onto their e-mail, or disembark from an airplane. What do these managers do? Is it different from the work they did when they managed in their own countries, and if it is different, how so? What does it take for them to be effective when they</p>

manage across so many countries simultaneously? What do these managers need to know in order to be effective? What do organizations need to know and do in order to select and develop people who will manage and lead effectively in the global economy? This report addresses those questions as it documents the findings of a Center for Creative Leadership research study into what factors might predict managerial effectiveness in a global context.
