Building Community Through Cross-Cultural Virtual Teams

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What We’re Doing
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Students collaborate on a semester long project

Six co-facilitated sessions
- 6-9pm MN USA, and 9am-12pm BNE, AUS
- Video conferencing - ability to share slides & room video on both ends without time delay
- Student group work using Skype or Google

CSOM visits QUT for a week (& Sydney)
- Australian HRM academic lectures
- Company site visits
- Cultural activities

Final deliverable: 15 minute group presentation
- Live IHRM case
- General Mills, Downer Mining, SAP, and Costco
How We’re Doing It – Faculty & Staff
How We’re Doing It - Students
Key Student Learnings

**HRM+**
I was surprised how much I learnt about Australian HR because I needed to know it to explain it to my US counter-parts. It also made me question why we do things the way we do them which I would not of done otherwise.

**HRM+**
Working on a real case and having access to QUT staff and students made everything more real and relevant. The concepts and ideas came alive and were not just lingo from a book. I could actual see how and why things are different internationally.

**Group work+**
Group work is hard at the best of times but add in different time zones, difficulty in getting to know someone and building trust, cultural differences, challenges in managing issues, technology glitches, it takes it to a whole new level!

**Cultural awareness**
On the surface the two countries seem so similar but working with the Australian students I learnt so much more about the differences between the countries culturally, educationally, working norms, and so much more.
Next Steps

A two-way exchange where students go both directions

Copy the model with other schools around the world

Improve the sustainability of the collaboration as an institutional rather than interpersonal relationship
Questions?

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