ORGANIZATION AND LEADERSHIP

MASTER SPECIALIZATION FOR STUDENTS
IN INTERNATIONAL BUSINESS COMMUNICATION

AALBORG UNIVERSITY
DENMARK
Processes of globalization mean that organizations are constantly changing and evolving. More than ever, people move across borders and disciplines, with employees and managers working together physically or cooperating through online communication and occasional visits.

This opens up to many possibilities for creating new organizational structures and ways of collaborating, but it also offers a number of (communicative) challenges when, for example, actors have different ideas of what “the good employee” or “the caring leader” is.

This Master specialization offers students the possibility of thoroughly studying particular aspects related to organizational culture and leadership challenges in a cross-cultural perspective.

Students are offered courses related to Organization and Leadership such as Intercultural Competence in an Organizational Context and National Culture and Organizational Culture.

If you choose to follow the specialization in Organization and Leadership, your Master in International Business Communication will have the following structure:

<table>
<thead>
<tr>
<th>SEMESTER</th>
<th>INTERNATIONAL BUSINESS COMMUNICATION</th>
<th>ORGANIZATION AND LEADERSHIP</th>
<th>ECTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>7th semester</td>
<td>Courses, assignments and projects</td>
<td>Courses and written assignment (topic study)</td>
<td>25 ECTS</td>
</tr>
<tr>
<td>8th semester</td>
<td>Courses, assignments and projects</td>
<td>Courses and written assignment (topic study)</td>
<td>25 ECTS</td>
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<tr>
<td>9th semester</td>
<td>Internship related to Organization and Leadership</td>
<td></td>
<td>30 ECTS</td>
</tr>
<tr>
<td>10th semester</td>
<td>Master’s thesis related to Organization and Leadership</td>
<td></td>
<td>30 ECTS</td>
</tr>
</tbody>
</table>

**EXAMPLES OF COURSES 7TH SEMESTER IN THE ORGANIZATION AND LEADERSHIP SPECIALIZATION**

**INTERCULTURAL COMPETENCE IN AN ORGANIZATIONAL CONTEXT**

The course introduces the student to intercultural competence as a theoretical concept and relates this to its practical and challenging implementation.

The main objective of the course is to give the student insight into the practical implications of intercultural competence on both an individual and an organisational level. How does intercultural competence express itself in the practice of the organization - in the organizational culture, in human resource management, in the international relations of the organisation? How can a person - in practice - contribute to the building of intercultural competence in organizations? Examples, cases and illustrative films from the public and private sectors are used during the course.

**ORGANIZATIONAL AND CULTURAL LEADERSHIP**

The purpose of the course is to provide a basis for students to achieve an understanding of and ability to work with some fundamental aspects of leadership and communication in the organizational context.

Course content: Leadership is studied as a concept in itself and in its many communicative influences on organizational life, including organizational models and designs, organizational cultures, organizational growth and change processes, and organizational ethics in a global context. Case studies serve as illustrative examples, and as an opportunity for students to apply theory to authentic situations.

**EXAM 7TH SEMESTER**

Based on one or both of the above-mentioned courses, students do a ‘topic study’ - a written assignment (5 ECTS) on a topic of their choice. A supervisor will be assigned to guide the student through the topic study.
EXAMPLES OF COURSES 8TH SEMESTER IN THE ORGANIZATION AND LEADERSHIP SPECIALIZATION

CRISIS COMMUNICATION
Taking its point of departure in a thorough introduction to the notion of crisis, crisis management and risk, this course examines the challenges and issues faced by organizations which need to communicate in times of crisis. We examine communication during crises, after crises, and (even) before crises.

ORGANIZATIONAL CULTURE AND NATIONAL CULTURE
What is the difference between national culture and organizational culture, how do they affect one another, and how can their effects be analyzed? These questions and similar ones will be taken up through assigned readings, lectures, and class discussions.

EXAM 8TH SEMESTER
Based on one or both of the above-mentioned courses, students do a ‘topic study’ - a written assignment (5 ECTS) on a topic of their choice. A supervisor will be assigned to guide the student through the topic study.

INTERNSHIP 9TH SEMESTER
The 9th semester consists of an internship in an organization or institution. The internship is undertaken either in Denmark or abroad and lasts for 3-6 months. As an integral part of a private company, a nonprofit organization or a public institution (e.g. ministries, embassies and municipalities), you will be working with strategic and analytical tasks. The internship must have an international and/or intercultural dimension and must be related to the specialization in Organization and Leadership.

THESIS WRITING 10TH SEMESTER
On the tenth (and last) semester students write their Master’s thesis. The topic must be related to the specialization in Organization and Leadership. The Master’s thesis can be written independently or in groups with up to 3 students.

EXAMPLES OF RECENT TITLES OF MASTER’S THESES
- Managing Cultural Differences in an International Organization - A case study of Ibis West Africa
- Social Responsibility in Germany and the US

QUALIFICATIONS AND JOB OPPORTUNITIES: MASTER IN INTERNATIONAL BUSINESS COMMUNICATION WITH A SPECIALIZATION IN ORGANIZATION AND LEADERSHIP

The program in International Business Communication combined with a specialization in Organization and Leadership qualifies students to work at both national and international levels in institutions, organizations and companies that focus on communicative, cultural and organizational aspects of global processes.

Additionally, the unique combination of language, communicative and organizational skills that International Business Communication students acquire with this specialization allows them to work with and solve a large variety of organizational and management communication tasks in institutions and organizations.

Consequently, with a specialization in Organization and Leadership, the career opportunities will be many within HR, PR and communication departments in private and public sectors, universities and research institutions, etc.

ENROLLING IN THE MASTER PROGRAM AND THE SPECIALIZATION ORGANIZATION AND LEADERSHIP

Students with a bachelor degree in International Business Communication, Languages and International Studies or equivalent BA degrees will be able to enroll in the Master program.

Students must have no less than a B-level in English to be admitted to the Master specialization.