



IN 395 – INTERNSHIP SEMINAR

IES Abroad Nice

DESCRIPTION:

This seminar aims to provide students with the theoretical tools and professional skills necessary to work effectively in a French professional setting. By developing students' acumen in cultural analysis and interpretation, communication, problem-solving, and self-reflection, this seminar will help students to make the most out of their internship in France. Through readings and discussion, as well as exposure to the various tools specifically designed for analyzing work styles across cultures, this seminar will exercise students' abilities to think critically about cultural values and practices helping them become more adept at managing cross-cultural interactions, and more effective at integrating into cultural professional environments.

The first half of the course focuses on *cross-cultural awareness*; specifically, it explores how social, economic, and political contexts within the host country affect cultural attitudes and values. Lessons encourage students to assess their own cultural profiles and levels of comfort with cultural difference and to perceive, contextualize, and analyze norms and values that influence French professional life (e.g., those impacting professional relationships, time management, conflict mediation, motivation, and professionalism). The second half of the class focuses on *intercultural competence*; it examines specific skills that help in the effective navigation of cultural difference (e.g., intercultural communication and teamwork) and helps students to assess their own aptitude in regard to these skills so they can better market their intercultural competence and international internship experience.

CREDITS: 3 credits

CONTACT HOURS: 20 hours

LANGUAGE OF INSTRUCTION: English

PREREQUISITES: None

ADDITIONAL COST: None

METHOD OF PRESENTATION:

Seminar style discussion, in-class exercises, presentations

REQUIRED WORK AND FORM OF ASSESSMENT:

- Sponsor's report - 30%
- Participation - 10%
- Assignments - 20%
- Individual project and paper presentation - 20%
- Final paper - 20%

Sponsor's Report

Regular attendance is required at the workplace (7 hours a week, minimum) or automatic failure. The workplace supervisor will evaluate students according to criteria such as attendance, punctuality, motivation, task completion, and integration into the workplace environment.

Participation

Presence at seminar meetings is mandatory. Students are expected to come to class prepared – having read assigned readings, completed assignments, and ready to *actively* participate in class discussions and activities. Active participation during the course will be evaluated in terms of attitude and engagement to class discussion and preparation for class.

Assignments

Students are required to complete the following assignments:

- a. A journal composed of four (4) one-page entries. Journals allow students to track their experiences, cultural observations, and feelings towards the internship over the course of the semester.
- b. Complete the GlobeSmart Profile (GSP) in class. Write a two-page description and analysis of your unique work style and how this compares/contrasts with how France is described according to GSP.

Individual Project

Students will conduct research about their internship site and company and present their findings to the class in a 15-minute professional presentation. In addition, students should draw on the GSP if relevant to describe and analyze the company. In essence, the individual project provides some of the background knowledge for the final paper.

Final Paper

Students are expected to submit a final paper of approximately 10 pages that describes how their internship experience has impacted their professional aspirations and what they learned about intercultural communication and engagement of cultural difference. Details to follow during the course.

LEARNING OUTCOMES:

By the end of the course, students will be able to:

- Recognize their own cultural biases and their personal attitudes towards cultural difference.
- Perceive and analyze key attitudes, values, and facts that shape 21st century French and *Niçoise* culture.
- Understand and compare French social and professional life in relation to the U.S.
- Adjust their behavioral, communicative, and social practices in relation to the cultural practices and values they encounter.
- Be aware of current research and cultural analytic tools for working effectively in an international setting.

EXPECTATIONS:

- Cell phones should not be seen or heard in class.
- *A professional attitude and behavior are expected in class* (this means: you arrive on time and remain for the duration of class; exhibit the attitude you would around professional colleagues and supervisors; refrain from conducting private conversations in class; use appropriate language and exhibit professional behavior; come to class prepared and ready to contribute to the ongoing class discussion; submit assignments in a timely manner).
- It is not possible to pass the class, even when taken pass/fail, without regularly attending and actively participating in the seminar sessions.
- *Late assignments can result in a deduction in grade and assignments more than 24 hours late will not be accepted.*

ATTENDANCE POLICY:

Regular class attendance at IES Abroad Nice Center classes is mandatory. If a student misses more than two classes in any course, half a letter grade will be deducted from the final grade for every additional absence. Seven absences in any course will result in a failing grade. Students who are late to class on a regular basis will also receive a reduction in their final grade.

Students should notify the professor as well as the IES Center office if they are going to be absent from class. The office will notify the professor for the student. Medical absences may be granted but require a doctor's certification for the absence. Failure to attend the midterm and/or final exam will result in an "F" grade on that paper/exam.

CONTENT:

Session	Content	Assignments
Session 1.	Welcome & the Interview - Outline syllabus and course objectives - Discuss interviews and first impressions of... everything	- Inter Nations Business 2018 Edition Country in Focus: Introduction & Methodology (pp.5-6). "Inter Nations Business 2018 Edition Country in Focus: The United States of America" (pp. 56-67). - Inter Nations Business 2018 Edition Country in Focus: France (pp. 67-74). - Triandis, H. C. (2002). Subjective Culture. <i>Online Readings in Psychology and Culture</i>, 2(2). http://dx.doi.org/10.9707/2307-0919.1021 - Heike Fahrur, Eliza Skowron, Nils-Eyk Zimmermann (2014). Diversity Dynamics Self Assessment
Session 2.	Intro to Foundations in Cultural Intelligence - Introduction of concepts: <i>cultural intelligence, culture, France, and America</i> - In class introduction to the Globe Smart Profile (GSP) - Complete the GSP in class. We will spend time discussing your profile and how it relates to your background and home country and how it compares or contrasts with what you have experienced on your internship site. - Analysis of your cultural profile via HBR	"Must Reads: Cultural Intelligence" Harvard Business Review (pp. 1-21) - Andrew Rosenbaum, "How to Avoid Being the 'Ugly American' When Doing Business Abroad," <i>Harvard Business School 'Working Knowledge'</i> (Jan. 2003) First journal entry due, hardcopy, 12pp. Double-spaced.
Session 3.	Cultural Intelligence Insights Continued - Introduction to the Cultural Analysis Toolkit - Analysis of your cultural profile via the CAT-contrasts from GSP?	- Andy Molinsky, "Cultural Differences Are More Complicated than Which Country You're From," <i>Global Dexterity</i> (pp.56-64) "The Cultural Analysis Toolkit" (pp. 3-34). -Hofstede Insights country profiles: https://www.hofstede-insights.com/product/compare-countries/ Individual GSP analysis and comparison (2 pages typed) due today in class.

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Session 4.	French Economy & Labor Market	• “French Economic Outlook” Focus Economics • The Top Challenges of Doing Business in France,” TMF Group • Lauren Collins, "Can Emmanuel Macron Stem the Populist Tide?" <i>New Yorker</i> (June. 24, 2019) • “France’s Creative Industries” <i>Créative France</i>, (September 2016) • Erin Meyer, "The Head or the Heart," <i>The Culture Map</i> (pp. 163-173) • Erin Meyer, "Peach vs. Coconut: Friendly Does Not Equal Relationship Based," <i>The Culture Map</i> (pp. 174-177) Journal entry #2 due in class
Session 5.	French Société	• David Segal, "Paris Soccer: For French Girls Playing Soccer is a Tough Goal" <i>The New York Times</i> (Sept 16, 2002) • L. Robert Kohls, "Values Americans Live By" (1984) In class individual presentations on internship sites (overall presentation of company, etc.)
Session 6.	Contemporary French History & French Cultural Values • Outline foundational events in French history • Explore cultural values • Identify symbols and stereotypes of and within France	• Mary Nolan, “Introduction”, <i>The Transatlantic Century</i> (pp. 1-7) • M. Ganon & R. Pillari. “French Wine” <i>Understanding Global Cultures</i> (pp. 227-246). • M. Ganon & R. Pillari. “American Football” <i>Understanding Global Cultures</i> Journal entry #3 due in class Introduction of Final Paper due in class
Session 7.	French Symbols and Nicoise Culture • Explore canonical French symbols and elements paramount to Niçoise culture	• Adam Nossiter, “The Rooster Must be Defended, France’s culture clash reaches a coop” <i>New York Times</i> (June 23, 2019) • Constant Meheut, “A French town’s Green Values Aim to Win over the working class” <i>New York Times</i> (July 26, 2019) • Exercise: Cultural Passport -delivered by the city of Nice
Session 8.	French Symbols (continued)	• Video excerpts (<i>American Dream</i>) • Documentary: FILM: Documentary: <i>C’est Dur D’Etre Aimé Par des Cons.</i> (Tough Being Loved by Jerks) Dir. David Leconte.

Session	Content	Assignments
Session 9.	Intercultural Communication - Review the basic tenants of intercultural communication - Discuss the role of nonverbal communication in France	- Erin Meyer, "Listening to the Air," <i>The Culture Map</i> (pp. 29-49) - Erin Meyer, "How Much Respect Do You Want?" <i>The Culture Map</i> (pp. 115-142) - HSBC cultural difference commercials (video) "Tips for doing business in France" TMF Group Journal entry #4 due today in class
Session 10.	Intercultural Teamwork and Conflict Management - Discuss the role of relationship building and teamwork at internship worksites - Outline strategies for building interpersonal relationships	- Erin Meyer, "Who Decides and How?" <i>The Culture Map</i> (pp. 143-161) - Andy Molinsky, "When Crossing Cultures, Use Global Dexterity," <i>Harvard Business Review</i> (March 2013) - Erin Meyer, "Managing Confrontation in Multicultural Teams" <i>The Harvard Business Review</i> (April, 2012). - Andy Molinsky, "Psychological Challenges to Adaptation" <i>Global Dexterity</i> (pp. 23-38) - Erin Meyer, "Disagreeing Productively," <i>The Culture Map</i> (pp. 195-218)
Session 11.	Self Evaluations and Making the Most of your Internship <i>Individual presentations on internships in class</i> - Evaluate personal skills developed during internship experience - Review toolkit and Globe Smart profiles for updating - Discuss how to integrate your experience abroad into your future goals - Update resume and cover letter	- Andy Molinsky, "Customize Your Cultural Behavior" <i>Global Dexterity</i> exercise - Kaplan, A. French Lessons: A Memoir "How to Put Study Abroad on A Resume"