

MANAGING LANGUAGE DIVERSITY

Edited by Jane Wootton and Richard Smith, University of York

Managing Language Diversity

Charles Wankel



Managing Language Diversity:

Managing Language Diversity Sue Wright, Helen Kelly-Holmes, Michael G. Clyne, 1998 Indlg om flersprogethed holdt af Michael Clyne ved et CILS Current Issues in Language and Society seminar samt debat og kommentarer til indl gget

Managing Plurilingual and Intercultural Practices in the Workplace Georges Lüdi, Katharina Höchle Meier, Patchareerat Yanaprasart, 2016-11-01 The contributions in this volume stem from different lines of research and represent both a continuation and an advancement of the European DYLAN project The book addresses the meanings and implications of multilingualism and plurilingual repertoires as well as the ways in which cultural diversity is managed in companies and institutions in Switzerland Characterised by official quadrilingualism but also by new dimensions of multilingualism resulting from massive immigration important workforce mobility and increasing globalisation Switzerland offers an ideal laboratory for studying phenomena linked to multilingualism and cultural diversity On the one hand a special focus is put on the best practices of diversity management and language regimes with particular attention paid to the interplay between official languages and English and to ways of leveraging diversity awareness fostering cultural inclusiveness and enhancing intercultural learning in vocational education and training On the other hand the chapters examine at close range the way actors plurilingual repertoires are developed and how their use is adapted to particular objectives and specific conditions Being observed in several types of multilingual professional settings the plurilingual strategies including English as lingua franca are particularly examined in terms of power relations and processes of inclusion or exclusion

Managing Multilingual Workplaces Sierk Horn, Philippe Lecomte, Susanne Tietze, 2020-06-11 This book sets new trajectories for language sensitive business and management research and pedagogy The existence of language plurality characterises these Empirical studies have been established as important and relevant for contemporary research It has shifted language sensitive research from the periphery to the centre of international management research However this field is rapidly changing and new thematic approaches have begun to emerge By addressing this the book offers genuine and more nuanced insights into existing themes and comes with applications of emergent conceptual developments in different settings The second part of the book covers methodologies and gives examples and cutting edge insights into the role of translation in the execution of empirical research and theorising arising from it Finally the book draws together innovative ways of how to address the challenges of a multilingual teaching classroom and how to innovate in order to incorporate such diversity through pedagogic practice This book provides a source that unites insights from multilingual empirical research methodological considerations and pedagogic practice in order to advance knowledge and debate It will be a handy source of information that offers direct access to the latest guidance on language sensitive management challenges It will therefore appeal to an internationally minded and mobile audience including scholars students and decision makers

Language Management Natalie Victoria Wilmot, 2022-08-12 This book draws on case studies of language management within British

organisations to examine the decisions they make about language diversity in their professional communications in order to be successful in a multilingual world It explores the practices that the organisations use to manage language diversity in interorganisational relationships and why certain practices occur in some situations and not others The book highlights how organisations rely on individual employees to perform a variety of language tasks and the implications of this the effect of English as a global lingua franca and the translation challenges which organisations face The book demonstrates that practices to manage language diversity are often a result of the resources organisations have at given moments in time rather than being part of a deliberate language management strategy *Managing Language Diversity* Sue Wright,1997

Constructive Intercultural Management Christoph Barmeyer,Madeleine Bausch,Ulrike Mayrhofer,2021-06-25 This textbook comprises an innovative companion for cross cultural management classes demonstrating how organizations can deal with cultural differences successfully Providing a constructive and positive lens into the multifaceted world of interculturality the authors illustrate the multiple benefits associated with cultural diversity in the fast changing global and digital environment The SAGE Handbook of Contemporary Cross-Cultural Management Betina Szkudlarek,Laurence Romani,Dan V. Caprar,Joyce S. Osland,2020-05-25 This Handbook presents a comprehensive and contemporary compendium of the field of cross cultural management CCM In recognition of current trends regarding migration political ethnocentrism and increasing nationalism the chapters in this volume not only cover the traditional domains of CCM such as expatriation global virtual teamwork and leadership but also examine emerging topics such as bi multi culturalism migration religion and more all considered from a global perspective The result is a Handbook that acknowledges and builds on a variety of research traditions from mainstream to critical updates existing knowledge in relation to current challenges and sets the direction for future research and developments making this an invaluable resource for researchers in the field and across related areas of international business management and intercultural relations Part 1 Multiple Research Paradigms for the Study of Culture Part 2 Research Methods in Cross Cultural Management Part 3 Cross Cultural Management and Intersecting Fields of Study Part 4 Individuals and Teams in Cross Cultural Management Part 5 Global mobility and Cross Cultural Management Part 6 Developing Intercultural Competence *The Routledge Companion to Cross-Cultural Management* Nigel Holden,Snejina Michailova,Susanne Tietze,2015-04-24 This Routledge Companion provides a timely and authoritative overview of cross cultural management as an academic domain and field of practice for academics and students With contributions from over 60 authors from 20 countries the book is organised in to five thematic areas Review survey and critique Language and languages moving from the periphery to the core Cross cultural management research and education The new international business landscape Rethinking a multidisciplinary paradigm Edited by an international team of scholars and featuring contributions from a range of leading cross cultural management experts this prestigious volume represents the most comprehensive guide to the development and scope of cross cultural management as an academic

discipline *21st Century Management: A Reference Handbook* Charles Wankel,2008 Ordered as part of a set on ID 7574134 *Affirming Students' Right to Their Own Language* Jerrie Cobb Scott,Dolores Y. Straker,Laurie Katz,2009-06-02 A Co publication of the National Council of Teachers of English and Routledge This landmark volume responds to the call to attend to the unfinished pedagogical business of the NCTE Conference on College Composition and Communication 1974 Students Right to Their Own Language resolution Chronicling the interplay between legislated litigated education policies and language and literacy teaching in diverse classrooms it presents exemplary research based practices that maximize students learning by utilizing their home based cultural language and literacy practices to help them meet school expectations *The Australian People* James Jupp,2001-10 Australia is one of the most ethnically diverse societies in the world today From its ancient indigenous origins to British colonisation followed by waves of European then international migration in the twentieth century the island continent is home to people from all over the globe Each new wave of settlers has had a profound impact on Australian society and culture The Australian People documents the dramatic history of Australian settlement and describes the rich ethnic and cultural inheritance of the nation through the contributions of its people It is one of the largest reference works of its kind with approximately 250 expert contributors and almost one million words Illustrated in colour and black and white the book is both a comprehensive encyclopedia and a survey of the controversial debates about citizenship and multiculturalism now that Australia has attained the centenary of its federation

Understanding the Dynamics of Language and Multilingualism in Professional Contexts Philippe Lecomte,Mary Vigier,Claudine Gaibrois,Betty Beeler,2023-01-13 This book provides readers with the latest research on the dynamics of language and language diversity in professional contexts Bringing together novel findings from a range of disciplines it challenges practitioners and management scholars to question the conventional understanding of language as words with stable meanings an assumption which treats language as a tool that can be managed by language policies that standardize language Each of the contributions is designed to recognize the strides that have been made in the past two decades in research on language and languages in organizational settings while addressing remaining blind spots and emerging issues Particular attention is given to multilingualism sociolinguistic approaches to language in the workplace migration challenges critical perspectives on the power of language use and the management of organizations as dialogical discursive spaces

Organizational Trust Mark N. K. Saunders,Denise Skinner,Graham Dietz,Nicole Gillespie,Roy J. Lewicki,2010-06-10 The globalized nature of modern organizations presents new and intimidating challenges for effective relationship building Organizations and their employees are increasingly being asked to manage unfamiliar relationships with unfamiliar parties These relationships not only involve working across different national cultures but also dealing with different organizational cultures different professional cultures and even different internal constituencies Managing such differences demands trust This book brings together research findings on organizational trust building across cultures Established trust scholars from

around the world consider the development and maintenance of trust between for example management consultants and their clients senior international managers from different nationalities different internal organizational groupings during times of change international joint ventures and service suppliers and the local communities they serve These studies set in a wide variety of national settings are an important resource for academics students and practitioners who wish to know more about the nature of cross cultural trust building in organizations

The Palgrave Handbook of Public Administration and Management in Europe Edoardo Ongaro, Sandra Van Thiel, 2017-11-27 This Handbook offers a systematic review of state of the art knowledge on public administration in Europe Covering the theoretical epistemological and practical aspects of the field it focuses on how public administration operates and is studied in European countries In sixty three chapters written by leading scholars this Handbook considers the uniqueness of the European situation through an interdisciplinary and comparative lens focusing on the administrative diversity which results from the multiplicity of countries languages schools of thought and streams of investigation across Europe It addresses issues such as multi level administration and governance intensive cross country cooperation in administrative reform policy and public accountability under different systems It also considers the issue of welfare service delivery at a time of major economic and societal challenges as well as understudied emerging issues like Islamic Public Administration and the dynamics of public sector negotiations With contributions from key experts in Public Administration and Public Management this cutting edge Handbook offers a significant contribution to the field of comparative public administration policy and management

Handbook of Undergraduate Second Language Education Judith W. Rosenthal, 2013-06-17 This volume offers the most comprehensive up to date description of the wide array of second language programs currently available to undergraduate students in the United States and abroad It brings together for the first time detailed descriptions of programs in foreign language English as a second language ESL dual language bilingual American Sign Language Native American and heritage languages Addressing both theory and practice the volume presents the historical development current practices and future directions of each type of program along with detailed case studies For second language teachers academic administrators and teacher educators this Handbook provides information that will be useful in making instructional and programmatic planning decisions

Handbook of Management Communication François Cooren, Peter Stücheli-Herlach, 2021-08-23 Management communication encompasses a wide range of practices that define modern organizations Those practices are in many respects constituted formed and contextualized by the use of language This handbook traces the theoretical modelling of these practices by contemporary research It explores their linguistic features and performance in specific situations of value creation and in various modes It is a companion for students and scholars of applied linguistics and organizational communication as well as management and strategy research

Minority Language Broadcasting Helen Kelly-Holmes, 2001 This volume examines the historical context current state of and future prospects for broadcasting in

minority languages taking Irish and Breton as case studies Practitioners and academics from a variety of disciplines come together to identify and debate the key issues that will mean success or failure for minority language broadcasting in the new millennium **Teaching and Learning Chinese in Global Contexts** Linda Tsung,Ken Cruickshank,2011-01-13

Systems, Software and Services Process Improvement Jakub Stolf, Svatopluk Stolf, Rory V. O'Connor, Richard Messnarz,2017-08-23 This volume constitutes the refereed proceedings of the 24th EuroSPI conference held in Ostrava Czech Republic in September 2017 The 56 revised full papers presented were carefully reviewed and selected from 97 submissions They are organized in topical sections on SPI and VSEs SPI and process models SPI and safety SPI and project management SPI and implementation SPI issues SPI and automotive selected key notes and workshop papers GamifySPI SPI in Industry 4 0 best practices in implementing traceability good and bad practices in improvement safety and security experiences with agile and lean standards and assessment models team skills and diversity strategies *International Management and Language* Susanne Tietze,2013-01-11 Globalization processes have resulted in the emergence of business and management networks in which the sharing of knowledge is of crucial importance Combining two contemporary and important subject areas namely that of international management and also language and communication in multi language contexts the author of this book presents a wealth of ideas examples and applications taken from international and global contexts which show that language matters in the pursuit of international business affairs The book establishes the theoretical core of its main ideas by introducing two orientations social construction and linguistic relativity and demonstrates how they can be drawn on to frame and understand the activities of managers Highly innovative and topical Susanne Tietze s book will appeal to students of international management and international human resource management as well as those studying intercultural communication It is also useful for managers and practitioners who work internationally

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