

MANAGING LANGUAGE DIVERSITY

Edited by Jane Wootton and Helen Smith-Bindman

Managing Language Diversity

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Managing Language Diversity:

Managing Language Diversity Sue Wright, Helen Kelly-Holmes, Michael G. Clyne, 1998 Indl g 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

Managing Language Diversity Sue Wright, 1997 **Linguistic Diversity in Professional Settings** Magdalena

Zehetgruber, Bernadette Hofer-Bonfim, Elisabeth Peters, Johannes Schnitzer, 2025-04-14 Linguistic diversity is a cultural asset in our globalized world But it can also pose challenges for individuals for organisations and also for societies This volume focuses on professional settings and their needs policies and practices In higher education these range from general policy making at the institutions themselves to specific multilingual approaches in curriculum development to linguistic practices in international teams and cooperations as well as linguistic landscapes The studies show the challenges which come along with linguistic diversity and internationalization They also highlight different national and organisational contexts and show links between language choice emotion and identity as well as educational and ideological goals The volume thus illustrates the multifaceted and complex nature of this subject

Managing Diversity Michalle E. Mor Barak, 2022-01-12 The award winning *Managing Diversity* uses an interdisciplinary approach to provide students with an understanding of diversity from a global perspective

Managing Diversity In Singapore: Policies And Prospects Mathews Mathew, Wai Fong Chiang, 2016-05-11 Singapore society is increasingly becoming diverse During the first few decades of nation building policies were designed to homogenise aspects of Singaporean society while enshrining principles to allow restricted amounts of diversity Fast forward to the present and fifty years after independence the number of areas where diversity is profoundly apparent remains copious and its manifestations more varied This book provides an updated account on the tensions posed by diversity in Singapore and how this is being managed primarily by the state through policies and programmes but also by communities who attempt to negotiate these tensions Such an enquiry is crucial especially at this juncture when the nation is finding ways to embrace the different forms of diversity brought about through external impetuses as well as manage internal reactions from the various communities The book chapters highlight important considerations if Singapore s diversity management strategies will hold promise for the future

Managing Cultural Diversity in Asia Jawad Syed, Mustafa F. Ėzbilgin, 2010-01-01 This Companion provides an authoritative overview of how cultural diversity is managed in Asia Although the Asian context appears at first sight to be irreconcilably divergent in terms of diversity management approaches the contributing authors seek to explore thematic and geographical demarcations of the notions of cultural diversity and equality at work *Managing Cultural Diversity in Asia* not only examines cultural diversity management in a particular geography but also makes a distinct contribution to the wider theory of managing diversity and equality by revealing the significance of context time and place in framing policies and practices of management With empirical and conceptual contributions from eminent scholars from across the Asian continent as well as the Asian diaspora this volume highlights practices of equality and diversity management in settings across Asia and reveals the key drivers and implications of such practices This important and path breaking Companion will be an invaluable resource for both undergraduate and research based postgraduate students on international and comparative human resource management employment relations and industrial relations courses

Unity and Diversity of Languages P. G. J. van Sterkenburg, 2008 The Permanent

International Committee of Linguists Comit International Permanent des Linguistes CIPL has organized the 18th Congress of Linguists in Seoul July 21 26 2008 in close collaboration with the Linguistic Society of Korea In this book one finds the invited talks which address hot topics in various subdisciplines presented by outstanding and internationally well known experts In addition the state of the art papers provide an overview of the most important research areas of contemporary linguistics

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

The Other Languages of Europe Guus Extra, Durk Gorter, 2001 The book offers demographic sociolinguistic and educational perspectives on the status of both regional and immigrant languages in Europe and in a wider international context From a cross national point of view empirical evidence on the status of these other languages of multicultural Europe is brought together in a combined frame of reference

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

English in Business and Commerce Tamah Sherman, Jiri Nekvapil, 2018-05-07 This volume fills an important gap in exploring English in the domains of business and commerce through the prism of sociolinguistics and the sociology of language as opposed to analyzing business genres or taking a linguodidactic approach It expands the regional coverage of English in Europe with several studies based in Central Europe and also considers contexts which interact with Europe even though they are physically

outside of it Asia Africa It addresses English as just one of several languages at play in the ecology of the countries It focuses not only on the position of languages as declared in documents of various organizations that is language policy but also everyday linguistic practices as observed in business contexts that is interactions The studies are divided into three thematic areas ideologies and discourses on English in the business sphere the management of English in business and organizational contexts and English and other languages on local and international labor markets It will be of interest to readers concerned with multilingualism in the economic sphere and the workplace and the interplay between macro and micro levels during the management of communication in organizations *Cases in Critical Cross-Cultural Management* Jasmin

Mahadevan, Henriett Primecz, Laurence Romani, 2019-11-07 This book is a collection of 16 empirical cases in critical Cross Cultural Management CCM All cases approach culture in CCM beyond national cultures and all examine power as an integrative part of any cross cultural situation The cases also consider diversity in the sense of culturally or historically learned categorizations of difference such as gender race ethnicity religion and class and acknowledge how diversity categories might differ across cultures Furthermore each case suggests a specific method or concept for improving upon the situation Out of this approach novel insights emerge we can see how culture power and diversity categories are inseparable and we can understand how exactly this is the case The uses and benefits of this book are thus both conceptual and methodological they emerge at the intersections of Critical CCM and diversity studies All cases also discuss implications for practitioners and are suitable for teaching Mainstream CCM often limits itself to comparative models or cultural dimensions This approach is widely critiqued for its simplicity but is equally used for the exact same reason Often academics teach this approach whilst cautioning students against implementing it and this might be simply due to a lack of alternatives Through means of rich empirical cases this book offers such an alternative Considering the intersections of culture diversity and power enables students researchers and practitioners alike to see more or different things in the situation and then come up with novel approaches and solutions that do justice to the realities of culture and diversity in today's and the future's management and organizations The chapters of this book thus offer concepts and methods to approach cross cultural situations the conceptual gain lies in bringing together CCM and critical diversity studies in an easily accessible manner As a methodological contribution the cases in this book offer the concise tools and methods for implementing an intersectional approach to culture **Multilingualism in European Language Education** Cecilio Lapresta-Rey, Ángel

Huguet, 2019-05-09 This book explores how different European education systems manage multilingualism Each chapter focuses on one of ten diverse settings Andorra Asturias the Basque Country Catalonia England Finland France Latvia the Netherlands and Romania and considers how its education system is influenced by historical sociolinguistic and legislative and political processes and how languages are handled within the system stressing the challenges and opportunities in each area of study The chapters provide the reader with insights around three key aspects the management of the guarantee of

the rights of regional language minorities the incorporation of the language background inherited by immigrants living in Europe whether they are European citizens or not and the need to promote the learning of international languages Individually the chapters offer deep insights into a specific education system and together the studies allow for a comparison and holistic understanding of multilingualism in European education *Administrative Management* Annatjie W. Erasmus,Edmund John Ferreira,Darelle Groenewald,2004-09 The roles and responsibilities of administrative managers are identified and explained in this comprehensive resource on managing the information needs of an organization to facilitate timely relevant and accurate communication Topical case studies and practical examples illustrate the knowledge and skills required for success in office management **Legal Integration and Language Diversity** C.J.W. Baaij,2018-02-01 The European pursuit for legal integration and language diversity poses a puzzling question how can the EU create uniform laws in 24 official languages successfully This book argues that the answer lies in elevating the English language version and seeking literalism over fluency in allying the other language versions *Strategic Management of Diversity in the Workplace* Emile Chidiac,2018-06-14 Strategic Management of Diversity in the Workplace discusses the strategic management of ethnic and cultural diversity by taking particular examples from Australia Canada The United Kingdom and the United States of America in order to determine the salient benefits that organisations could derive when ethnic and cultural differences are seen as opportunities not as problems and are viewed as benefits rather than threats Strategic Management of Diversity in the Workplace provides a clear demonstration of the benefits conflicts and challenges faced by organisations The renewed interest in multiculturalism in academic and policy circles revives the debate about issues related to the management of ethnic diversity in society at large and in specific settings such as corporate Australia This book specifically focuses on this problematic area by aiming to explore the practice of management and application of multiculturalism in the workplace This book seeks to examine post multiculturalism in Australia and explore whether it has affected the ways in which corporate Australia deals with issues of diversity and the lessons learned here are ones that apply across the business world Strategic Management of Diversity in the Workplace would be of interest for researchers academics undergraduate and postgraduate business degrees students in the fields of Strategic Human Resources Management Cross Cultural Management Managing Workplace Training and Managing and Leading People

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 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

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