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|---|------------------------|-----------------------------------|--------------------------------|--------------------------|--|
| 1. Naslov učne enote / predmeta | | <i>Konflikt in kultura</i> | | | |
| 2. Koda enote | | 3. Število ECTS kreditov | | 5 | |
| 4. Kontaktne ure | | <i>Skupaj</i> 75 | <i>Predavanja</i> 30 | <i>Vaje</i> 15 | <i>Laboratorijske vaje</i> <i>Ostale oblike</i> |
| 5. Stopnja | podiplomski (druga) | 6. Letnik | prvi / drugi | 7. Semester | drugi / četrty |
| 8. Študijski program | Medkulturni menedžment | | | 9. Študijska smer | Program nima smeri |
| 10. Tip predmeta | izbirni | 11. Jezik | | Slovenski, angleški | |
| 13. Cilji / kompetence | | | | | |
| <p><i>Učna enota prispeva k razvoju naslednjih splošnih in predmetnospecifičnih kompetenc:</i></p> <ul style="list-style-type: none"> • poznavanje in razumevanje kulturnih in družbenih procesov in sposobnost njihove kompleksne analize; • uporaba metodoloških orodij, tj. izvajanje, koordiniranje in organiziranje raziskav, uporaba raznih raziskovalnih metod in tehnik; • sposobnost oblikovanja izvirnih idej, konceptov in rešitev določenih problemov; • strateška usmerjenost, tj. sposobnost anticipacije dogodkov, izhajajočih iz kulturne dinamike, sposobnost ponujanja rešitev za preprečevanje njihovih negativnih konsekvenc; • etična refleksija in zavezanost profesionalni etiki v družbenem okolju s spoštovanjem načela neskrminatornosti in multikulturalnosti; • razvoj komunikacijskih sposobnosti in spretnosti za komuniciranje z različnimi okolji; • sposobnost timskega dela, tj. pripravljenost na sodelovanje, kooperativnost, upoštevanje mnenj drugih in izpolnjevanje dogovorjene vloge v okviru tima in skupine. • Prepoznavanje bistvenih antropoloških elementov sodobne družbe <ul style="list-style-type: none"> • razumevanje kulturnih fenomenov in njihove povezanosti s strukturo in razvojem družb; • uporaba in kombiniranje znanj za različnih disciplinarnih področij; • razumevanje različnih teoretskih pristopov in njihova uporaba pri reševanju konkretnih problemov; • fleksibilnost in prilagodljivost, tj. sposobnost delovanja v večkulturnem okolju; • sposobnost navezovanja stikov v večkulturnem okolju in komuniciranja z akterji iz različnih kulturnih okolij; • sposobnost uporabe informacijsko-komunikacijskih tehnologij in sistemov na področju kulture; • razumevanje različnih družbenih in kulturnih okolij, razumevanje kulturne pluralnosti; • sposobnost anticipacije in reševanje problemov, ki izhajajo iz medkulturnih razlik; • sposobnost razumevanja in obvladovanja medkulturnih informacij; • razumevanje odnosov med posamezniki in skupinami v različnih kulturnih okoljih; • organizacijske in vodstvene spretnosti za usmerjanje dela v večkulturnem okolju; • sposobnost kulturne empatije, tj. razumevanja idej, vrednot in mišljenjskih vzorcev iz različnih kulturnih okolij. | | | | | |
| 14. Opis vsebine | | | | | |
| <p>Intercultural conflict has had a long history but relatively short academic life as the profound diversity of human cultural expression bedevils contemporary efforts at international cooperation. This cultural diversity is often ignored or overlooked in the hope that compelling globalizing trends in information, politics and economics will simply overwhelm these inconvenient regional and ethnic peculiarities. This course will explore various processes, capacities and tools to bridge cultural conflicts that draw on multiple intelligences. At the heart of the study of intercultural management is the conviction that conflicts between cultures can be mediated (if not resolved). Cross-cultural conflicts involve navigating among diverse identities, worldviews and ever-changing perceptions. This course will develop aptitude with ways of naming, framing and taming conflict across cultural contexts; and fluency with culture as it animates and offers creative ways through conflict. Students will apply theory and research to interpersonal, inter-communal and international conflicts. At the same time, students will also become more aware of their own culturally-based perceptions, patterns of thinking and behavior, communication styles, values and how they can be adapted to an intercultural context.</p> <p>Course Outline: The course is divided in five broad sections:</p> | | | | | |

1. Intersections between culture and conflict: introduction to key concepts.
2. Approaching intercultural conflicts.
 - cultural dimensions of conflict;
 - place, identity, and conflict;
 - strategies for managing cross-cultural conflicts;
3. Issues in intercultural conflict resolution.
 - conflicting ethnicities, religions, and genders;
 - external involvement/intervention in cross-cultural conflicts;
 - external impartiality/morality/responsibility;
4. Culture-specific approaches to mediating intercultural conflicts.
 - leadership, creativity, and discourses of mediation;
 - cross-cultural negotiation skills;
 - communicating across cultures;
5. Building trust among enemies: culture's role in conflict and its management

15. Temeljna literatura

- Augsberger, David (1992), *Conflict Mediation Across Cultures: Pathways and Patterns* (John Knox Press).
- Early, P. Christopher and Harbir Singh (1995), "International and Intercultural Management: What's Next?," *Academy of Management Journal* 38(2): 327-40.
- Gudykunst, William, ed. (2004), *Theorizing about Intercultural Communication* (Sage).
- Hampden-Turner, Charles and Fons Trompenaars (2000), *Building Cross Cultural Competence: How to Create Wealth from Conflicting Values* (Yale University Press).
- Harris, Phillip, Robert Moran and Sarah Moran (2004), *Managing Cultural Differences* (Elsevier).
- LeBaron, Michelle (2003), *Bridging Cultural Conflict: A New Approach for a Changing World* (Jossey Bass).
- Lederach, John-Paul (1995), *Preparing for Peace: Conflict Transformation Across Cultures* (Syracuse University Press).
- Marsella, Anthony (2005), "Culture and Conflict: Understanding, Negotiating and Reconciling Conflicting Constructions of Reality," *International Journal of Intercultural Relations* 29(6): 651-73.
- Slavik, Hannah, ed. (2004), *Intercultural Communication and Diplomacy* (Diplomatic Foundation).

16. Predvideni študijski dosežki:

Študent/študentka:

- Summarize the current literature on cultural dynamics in conflict and describe a variety of theoretical perspectives that inform conflict analysis and intervention;
- Describe the roles of personal and group attitudes, values, beliefs and attributions about conflict in diverse cultural contexts;
- Apply an understanding of individual and group attitudes and behaviors related to conflict and to the analysis of public conflicts;
- Demonstrate a repertoire of practical skills for assessing, resolving and transforming conflict across cultural differences;
- Synthesize multiple dimensions of conflict to inform the design of culturally appropriate intervention strategies;
- Implement a range of strategies and follow-up activities for prevention, engagement and intervention;
- Articulate the relational nature of cross-cultural conflict resolution and apply a relational framework for analysis and mediation of conflicts across cultures.

17. Metode poučevanja in učenja

- *Predavanja* z aktivno udeležbo študentov (razlaga, diskusija, vprašanja, primeri, reševanje problemov);
- *Seminarske vaje* (refleksija izkušenj, projektno delo, timsko delo, metode kritičnega mišljenja, diskusija, sporočanje povratne informacije, socialne igre);
- *Eksplozivne vaje*, ki temeljijo na izkušnjskem, sodelovalnem in problemskem učenju (samostojno

učenje, diskusija, razlaga, opazovanje, timsko delo, študija primera, metode kritičnega branja in pisanja, igra vlog, sodelovalno učenje, portfolijo, evalvacija, samoocenjevanje);

- Individualne in skupinske *konsultacije* (diskusija, dodatna razlaga, obravnava specifičnih vprašanj);
- *Oblikovanje portfolija in samostojen študij* (motiviranje, usmerjanje, samoopazovanje, samouravnavanje, refleksija, samoocenjevanje).

18. Pogoji za vključitev v delo oziroma za opravljanje študijskih obveznosti

Pogoj za vključitev v delo je vpis v 1. letnik študija.

Študent/šudentka mora pred pristopom k izpitu pripraviti in zagovarjati empirično seminarsko nalogo .

19. Načini ocenjevanja in ocenjevalna lestvica

- Pisni/ustni izpit - 50% ocene.
- Empirična seminarska naloga s poročili seminarskega dela in eksperimentalnih vaj ter predstavitev naloge 50% .

Ocenjevalna lestvica – skladno s Pravilnikom o preverjanju in ocenjevanju znanja.

20. Metode evalvacije kakovosti

- Samoevalvacija ob zaključku predavanj in vaj.
- Vsakoletna evalvacija v okviru fakultetnega sistema zagotavljanja kakovosti

21. Nosilec predmeta:

Sestavljalka učnega načrta

Dr. Magdalena Zolkos

Ključne reference sestavjalke:

Magdalena Zolkos (2004): 'Bringing Human Rights in the Enlargement Politics: the EU as a Human Rights Promoter in the Central Eastern Europe' in: *Central European Political Studies Review*, Vol.4, Part 2-3, 2004, pp. 92-103.

Magdalena Zolkos (2003): 'The Copenhagen Human Rights Criteria and the Relevance of the Post-Communist Context' in: *Papeles del Este. Transiciones Poscomunistas*, No. 7, 2003, pp.2-26

Magdalena Zolkos (2003): 'Norden discourse on Human Rights and Democracy: the Effects of 'Europeanization'', Working-paper 06/2003, Copenhagen: Department of Political Science, Copenhagen University, 2003

Magdalena Zolkos (2002): 'New Members in the European Community of Values? European Union's Human Rights Policy towards the Accession Countries, the case of Poland', *BaltSeaNet Working-paper*, Berlin: Humboldt University / Poland: Gdansk University, vol.6, 2002