



# Cross-Cultural Management: Essential Concepts

By David C. Thomas, Mark F. (Frederick) Peterson

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## **Editorial Review**

### Review

“As with its predecessors, this edition of Cross-Cultural Management maintains its proper focus on the interpersonal aspects of management as they are rendered problematic by cultural differences. The prose is clear and lively; the coverage of both theorizing and research on the cultural and individual factors that create challenges is comprehensive and state-of-the-art; the authors at the very forefront of their discipline as scholars and consultants. There is no better textbook to assign to students studying international or cross-cultural management.” (Michael Harris Bond, Visiting Chair Professor of Psychology)

“I find [this text] is useful in introducing students to some of the key concepts that are relevant for cross-cultural management.” (Arpita Joardar)

“Comprehensive and thorough coverage of all major theory and related concepts.” (David C. Yen)

“This is an excellent text.” (Susan F. Sharp, L.J. Semrod Presidential Professor)

“There is no other book like this out there. This book's approach to cross-cultural management fits perfectly with my view of how [cross-cultural management] courses should be taught, as well as with what our department needs.” (Alicia Boisnier, PhD)

"The authors have drawn on their extensive experience to provide a clear and accessible guide to ways of understanding culture and cultural difference. They lead the reader gently and effectively toward better ways of handling the key challenges faced by the contemporary international manager." (Peter B. Smith, Professor Emeritus of Social Psychology)

"In this third edition of Thomas' book, the co-authorship of cross-cultural psychologist Mark Peterson has enriched the text with a cross-discipline view, clarifying for readers from individualist cultures how they can be at the same time unique persons and, at the national and other levels, products of their cultures – justifying the book's subtitle 'essential concepts'." (Geert Hofstede)

### About the Author

**David C. Thomas** (PhD, University of South Carolina) is currently the Beedie Professor of International Management at Simon Fraser University, Vancouver, Canada. He is the author of ten books, including most recently *The Multicultural Mind: Unleashing the Hidden Force for Innovation in Your Organization* (Berrett-Koehler Publishers). He has also authored *Essentials of International Human Resource Management: Managing People Globally* from SAGE Publications (with Mila B. Lazarova) and the best selling *Cultural Intelligence: People Skills for Global Business*, published by Berrett-Koehler Publishers (with Kerr Inkson). With Peter B. Smith and Mark F. Peterson he published the *Handbook of Cross-Cultural Management Research* from SAGE Publications. His research on cross-cultural interactions in organizational settings has appeared in numerous journals. He is a past Area Editor for the *Journal of International Business Studies* and currently serves on the editorial boards of the *Journal of Organizational Behavior*, *Advances in Global Leadership* and *European Journal of Cross-Cultural Competence and Management*.

His previous academic postings have included positions at the Pennsylvania State University, the University

of Auckland, New Zealand, where he was also Director of the Master of International Business Program, and The Australian Graduate School of Management (AGSM) Sydney, Australia. He has held visiting positions at the Chinese University of Hong Kong, the University of Hawaii, Massey University, New Zealand, ESCEM, Tours, France, and Koç University, Istanbul, Turkey. In addition to teaching at both the undergraduate and the postgraduate level, Dr. Thomas has developed executive education programs in Australia, New Zealand, Canada, and the United States and has served as a consultant to numerous multinational firms and government agencies. When not writing or teaching he can most likely be found scraping or varnishing or sometimes sailing his 1984 Hans Christian cutter, "Clovelly".

**Mark F. Peterson** (PhD, University of Michigan) holds the Hofstede Chair in Cultural Diversity at Maastricht University. He has published over 120 articles and chapters, and several books. The articles have appeared in major management and international management journals such as *Administrative Science Quarterly*, the *Academy of Management Journal*, the *Journal of International Business Studies*, the *Journal of Organizational Behavior*, *Leadership Quarterly*, *Human Relations*, *Management International Review*, *Organization Studies*, and *Organization Science*. He has also contributed international management themes to the basic social science literature through chapters in the *Annual Review of Psychology*, the *Communication Yearbook*, the *Handbook of Industrial and Organizational Psychology*, and *Research in the Sociology of Organizations*. He is an Associate Editor for the *Journal of Organizational Behavior* and an Area Editor for the *Journal of International Business Studies*.

His previous positions have been at Wayne State University, the University of Miami, Texas Tech University, and Florida Atlantic University. He has had visiting positions supported by Fulbright Fellowships to Osaka University and McMaster University, and he held the John R. Galvin Chair at the Fletcher School of Law and Diplomacy at Tufts University. He has also had visiting positions at the University of Pennsylvania and Aarhus University. Along with Mikael Soendergaard, Geert Hofstede, Michael Minkov, Gert Jan Hofstede, and others, he teaches an annual summer Ph.D. master class in cross cultural management at various locations in Europe. When at his home in Homestead, Florida, he spends his weekends tending to a collection of orchids and making orchid hybrids.

## **Users Review**

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