



## SIETAR Austria Culture Talk: "Know how" - boost the effectiveness of diverse teams. Knowledge management in multicultural Teams

A recent large-scale survey across 500 firms from various industries and countries revealed that while most multinational companies (MNCs) focus on attracting and retaining nationally diverse employees, they fail to critically examine their organizational diversity climates (Preveden, Schwarzinger, Jelacic, & Strobach-Budway, 2013), defined as perceptions that an organization socially integrates underrepresented members (McKay, Avery, & Morris, 2008). Almost nothing is known about diversity climates in MNCs, because research on such climates has been limited to gender or racial diversity and has focused exclusively on domestic firms, often examining only a single organization (Cox, 1993; Ely & Thomas, 2001; Nishii, 2013). Based on 143 in-depth interviews and extensive observations of team interactions that occurred in 48 multinational teams from 11 companies I will elaborate how different types of diversity climates impact knowledge exchange processes in these teams and how this in turn results in low or high team effectiveness.



### Dr. Aida Hajro

Aida is a Senior Lecturer in International Business at Brunel University London .Prior to her appointment at Brunel University London she held positions at the Vienna University of Economics and Business (WU) and at Middlesex University, London.

[Curriculum Vitae: Dr. Aida Hajro - Brunel University](#)

[Dr. Aida Hajro on ResearchGate](#)

### Time and Venue

**Wednesday, May 10<sup>th</sup> 2017**

Doors open at 6 pm

Start 6.30 pm

app. 8 pm networking

### Location @ WUWien

Welthandelsplatz 1, 1020 Vienna

Building: LC Learning Center (*picture*)

first floor: Clubraum



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in cooperation with



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Registration: [sabine.groblschegg@sietar.at](mailto:sabine.groblschegg@sietar.at) – limited number of participants