

IMI *Personnel*

Dr. Gary Weaver, a faculty member in American University's School of International Service, is IMI's founder and executive director.

photo of Weaver
& Bachner

Dr. David Bachner, also a faculty member in the School of International Service, is IMI's director.

In addition to Gary Weaver and David Bachner, IMI has access to a large network of affiliated trainers from academia, international organizations, government organizations, not-for-profit organizations, and businesses. These resources bring expertise in such areas as

Contact

Intercultural Management Institute
School of International Service
American University
4400 Massachusetts Avenue NW
Washington, DC 20016-8177
Phone: (202) 885-6439
Fax: (202) 885-1331
imi@american.edu

visit us at



www.imi.american.edu

Become an **imi**
Associate

IMI Associates receive the benefits of being more closely involved with the Institute by receiving a discount on IMI workshops and conferences, a subscription to *Intercultural Management Quarterly*, and by receiving the IMI Update, a resource for intercultural trends, events, and jobs. For more information or to become an IMI Associate, please visit www.imi.american.edu/associate.htm.

Intercultural Management Institute

American University



*"Information is knowing what people do;
Understanding is knowing why they do it;
Intercultural understanding is knowing how people from other cultures view the world. In IMI programs, all of these levels are taken into account and integrated."*

*Dr. Gary Weaver
Executive Director
Intercultural Management Institute*

IMI provides customized training for effective interaction across cultures. IMI offers workshops and academic courses, conducts research on a wide range of intercultural topics, and assists organizations in evaluating the effectiveness of intercultural programs.



www.imi.american.edu

TRAINING

Our programs are highly interactive, feature an integrative approach to program design, and are tailored according to your organization's needs. IMI's clientele includes businesses, governmental departments, non-governmental organizations, and international organizations.

Our training specialties include:

Negotiation Across Cultures IMI helps professionals to understand culturally appropriate negotiation strategies, and provides opportunities for them to practice cross-cultural negotiation tactics.



Intercultural Orientation

IMI provides both pre-departure and re-entry orientation programs for employees and their families. These programs are aimed at reducing culture shock and reverse culture shock, and thereby increasing the chances for organizational success.

Short-term Assignments IMI has developed an approach for assisting organizations to prepare, support, and debrief individuals who face the unique challenges involved in working across cultures for shorter periods of time.

Multicultural Management IMI helps organizations to explore the issues involved in managing their multicultural workforce and develop strategies to balance the promise of cultural diversity with the need for organizational consistency.

Assessment and Evaluation in Intercultural Programs IMI assists organizations to develop methods for selecting individuals who are best suited for assignment to another culture. IMI also assists organizations to evaluate the impact and effectiveness of their efforts to work across cultures.



HISTORY & BACKGROUND

IMI is the result of decades of experience, and is one of the oldest and most established cross-cultural resource organizations in the United States. Prior to 1990, IMI was known as the Business Council for International Understanding (BCIU). IMI is a component of American University's School of International Service, and IMI's programs and services make optimal use of the University's plentiful resources. IMI's location in Washington, D.C. positions us to integrate into our offerings the numerous resources of this international city.



PUBLICATIONS

As an international education center, IMI focuses not just on training, but also on academic research. IMI spreads awareness about intercultural issues through our publication, *Intercultural Management Quarterly*. IMI's directors and trainers are also frequent contributors to the literature in intercultural management and communications.



ANNUAL CONFERENCE

One of the centerpieces of IMI is the tradition of the Annual Conference, which takes place every spring on the campus of American University. The conference brings together international business leaders, trainers, educators, government employees, human resource professionals, and representatives from non-profit and international organizations



to discuss significant intercultural issues. Keynote speakers have included Nancy Adler, May Caffi, Larry Diamond, Corey Flintoff, Geert Hofstede, Clarence Page, and David

Shipler, among others.

WORKSHOPS

IMI's intensive workshops are designed to familiarize professionals and students with specific topics in intercultural management and communication. Certain IMI offerings carry academic credit through American University's School of International Service.

