

## **Faculty exchange visit on Wednesday June 7th at 2 pm**

### **Lecturer:**

Nila M. Wiese, PhD / Director Business Leadership program  
Professor of International Business and Marketing  
University of Puget Sound (USA)

### **Title of the lecture:**

“Gender differences in negotiating the pressures of life cycle and career stages: Their effect on talent management and organizational performance.”

### **Short summary of the lecture:**

This project will explore a broad guiding question. How do men and women from different countries negotiate the pressures of life cycle stages and career life stages in order to achieve their goals in both contexts? Secondary questions include examining the trade-offs men and women make along the way, the personal and professional costs associated with specific decision pathways and the influence of cultural values, social norms and degree of economic development of these life-career negotiation processes. Combining my interests in cultural values gender, and leadership with attention to talent management and business strategy, I plan to engage in a multi-national research project that will compare among others, the United States, Germany, Denmark, Peru and Thailand. The ultimate goal of this project is to develop a theoretical framework that captures the ‘liability of gender’ in international business from both individual and organizational perspectives.