

Course: Cultural Intelligence for Inclusive Leadership

Course Length: 6 weeks

Delivery Method: Online

Instructor: Tina Merry

Acknowledgement of Coast Salish Peoples and Land

We respectfully acknowledge the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh Úxwumixw (Squamish), səliłwətał (Tsleil-Waututh) peoples on whose unceded traditional territories our campus resides.

Course Description

This micro-credential course is designed for aspiring and current professionals in the Canadian Creative and Technology sectors who want to build the awareness, skills, and tools necessary to communicate effectively in today's diverse, intercultural work environments.

Through real-world case studies and applied learning, learners will develop a foundational understanding of intercultural communication and explore interpersonal dynamics commonly encountered in creative and tech workplaces. The course investigates workplace practices and communication conventions, emphasizing how to navigate differences in expectations, build mutual understanding, and respond to the realities of intercultural collaboration in the Canadian context. **A focus on practical application ensures learners can apply these concepts directly to communication challenges in their professional environments.**

Course Objectives

Upon completion of this course, learners will be able to:

- Explain Cultural Intelligence and its relevance to inclusive leadership.
- Recognize how personal values, cultural lenses, and bias influence communication and team dynamics.
- Apply the four CQ capabilities — Drive, Knowledge, Strategy, and Action — in diverse workplace interactions.
- Analyze intercultural challenges using cultural values, workplace norms, and course concepts.
- Adapt communication and leadership behaviours to support clarity, trust, inclusion, and collaboration.
- Work with peers to explore real-world intercultural scenarios and present insights using neutral, respectful, and objective language.

Format of the course

This is a 30-hour long course and will run for 6 weeks. Each week will include a combination of asynchronous work (reviewing instructor-led videos, pre-recorded interviews with industry professionals, assigned readings, and completing assignments) and one synchronous group video session with the instructor. It is expected that students will spend up to 4 hours per week on self-directed learning. Students are expected to complete course requirements on their own, but the instructor is available to address questions, monitor progress and provide formative and/or summative feedback.

Course Schedule

The course will run from October 19, 2026 to November 30, 2026, with synchronous group video sessions on Fridays from 4:30pm - 6pm.

Class	Topic
Week 1	<i>Welcome and Pre-Course Information</i> Synchronous Online Session: Friday, October 23
Week 2	Cultural Intelligence Foundations + Bias Awareness <i>Introduce CQ, define culture broadly, connect CQ to inclusive leadership, and explore how bias shapes interpretation and communication.</i> Synchronous Online Session: Friday, October 30
Week 3	CQ Drive: Motivation, Curiosity, and Confidence Across Difference <i>Explore interest, persistence, and confidence in multicultural interactions, including where CQ Drive gets tested in leadership contexts.</i> Synchronous Online Session: Friday, November 6
Week 4	CQ Knowledge: Cultural Values, Norms, and Leadership Expectations <i>Explore the four CQ Knowledge sub-dimensions: business systems, values and norms, socio-linguistics, and leadership. Connect Hofstede's Cultural Dimensions as one tool for building CQ Knowledge.</i> Synchronous Online Session: Friday, November 13
Week 5	CQ Strategy: Planning, Awareness, and Checking Across Cultures <i>Practise using CQ Strategy to prepare for multicultural interactions, check assumptions, interpret behaviour more accurately, and decide when to adapt or not adapt.</i> Synchronous Online Session: Friday, November 20
Week 6	CQ Action: Adapting Communication and Leadership Behaviour <i>Apply CQ through speech acts, verbal communication, and nonverbal communication. Practise adapting leadership behaviours while remaining clear, respectful, and authentic. Close with CQ action planning and reflection.</i> Synchronous Online Session: Friday, November 27

Course Assignments

This course is pass/fail (graded as Satisfactory/Unsatisfactory). Students missing a deadline and/or an assignment may not pass the course.

Assignment	Due Date
Weekly assignment, submitted to the community forum on Canvas	Sunday at 11:59PM PST of each week
Group Agreement	Week 2
Group Assignment #1	Week 5
Group Assignment #2	Week 6

Required Readings

Each week students will be assigned the required materials (videos and readings), which will be posted on Canvas.

Grading Profile

- P** Satisfactory performance or better (pass, ungraded)
- F** Unsatisfactory performance (fail)

Course Completion

To complete the course, students must demonstrate skill and competency of the weekly concepts and finish all learning engagements. Timely participation in all asynchronous and synchronous activities (including Zoom sessions) and submission of all learning engagements are expected. Students who anticipate challenges in submitting an assignment or attending synchronous Zoom sessions should communicate with the instructor *before* the deadline. Missing more than one synchronous Zoom session will result in unsatisfactory performance.

Technical Requirements

For online courses, you will need a computer with audio and microphone that is connected to the internet. Canvas is the online system that will be used for the course. For more information and online support, visit [Online Learning](#).

Inappropriate use of technology in coursework

If you are using any technology, including generative AI, to produce or edit content that will be part of your submitted work in the course, you must be transparent about the tools that you use and how you used it. If you're unsure whether something is allowed, please ask the instructor before using the tool. Undeclared use of the tool/technology will be considered a violation of the academic integrity policy. Be aware that any tool used will require you to evaluate the output for accuracies and be responsible for making the appropriate corrections.