

CHINA CROSSROADS

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How Culture Does and Does NOT Matter in Sino-Western M&As

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This talk will explore: (1) Why culture does not matter in M&As? (2) What are unique characteristics of post-merger integration processes in Sino-Western M&As?, and (3) What can leaders do to foster post-merger integration?

[Anna Lupina-Wegener](#) is a Professor of International Management and Organizational Behaviour and Head of the Center for Culture and Creativity in International Business at Zurich University for Applied Sciences, School of Management and Law. Lupina-Wegener has been also been a Full Professor at the School of Engineering and Management Canton de Vaud, University of Applied Sciences and Arts Western Switzerland. In her research, Lupina-Wegener investigates organizational identity processes in the international management context, focusing on cross-border mergers and acquisitions. She is interested in how merging organizations create a culture of collaboration with shared goals and a shared organizational identity. She approaches organizational identity as a subjectively constructed reality and relies on an interpretative epistemology. Her research has been published in international journals such as, for example, *Management International Review*, *Business Horizons*, and the *British Journal of Social Psychology*. She is also actively involved in various academic networks such as the [European M&A Institute](#) and on the leadership team of the [Cost Action China in Europe Network](#).

[Dong Yang Meier](#) is a Lecturer and Research Associate at Zurich University for Applied Sciences, School of Management and Law. Her research focuses on cultural factors on market entry strategies, leadership, organizational behavior, and cultural integration in cross-border collaboration. She has written chapters for textbooks on Human Resource Management and Leadership for Business Administration and published peer-reviewed research in leading academic journals. She has more than 10 years of professional experience in the Swiss private sector in international business and market development as well as supply chain management. She holds a BSc in Engineering and MSc in Business Administration specializing Health Economics and Healthcare Management, and is currently pursuing her PhD at University of Fribourg in Switzerland.

[China Crossroads](#) hosts talks on all topics related to China, including business, foreign policy, and other areas as they relate to China, the idea being that China is both already a “crossroads” of the world and itself at a “crossroads” in terms of its future global influence. For more information, contact Frank Tsai at editor@shanghai-review.org.