



Challenges: Making a Difference

IZZATI NADHRAH BINTI AL MALEK (2244736)

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SECTION 1

Introduction

Based on my learning from Unit 1, a responsible stewardship, equality, diversity and inclusion would affect to “leading a global team”. Each of these principles helps to promote a pleasant and inclusive work atmosphere that encourages collaboration, innovation, and overall team performance.

Main Body

Stewardship refers to the responsible and ethical management and care of resources, assets or responsibilities entrusted to an individual, organization or community. It involves acting in the best interests of these resources or responsibilities, considering both short-term and long-term implications and by ensuring their well-being for current and future generations. Stewardship encompasses a broader sense of duty and accountability toward the well-being of society, the environment and various stakeholders. When it first appeared during the middle ages, it functioned as a job description and the manager of a larger household (Merriam-Webster, 2018).

There is some reason why the stewardship is wider than corporate social responsibility is because scope of responsibility among workers. Stewardship encompasses a broader range of resources and obligations that just a company operation, such as natural resources, community well-being, global ecosystems and cultural heritage. Meanwhile, corporate social responsibility (CSR), on the other hand, focuses on how a company conducts its operations in a socially responsible manner and considers the influence on stakeholders such as employees, customers, local community and suppliers (Bentley Golf Trolley Spares, n.d.).

A responsible stewardship refers to the conscientious and ethical management of resources, assets, and responsibilities entrusted to an individual, organization, or community. It is very important to have a responsible stewardship to spread awareness of responsibility towards sustainable actions by organisation leaders. It entails making decisions and implementing activities that prioritise the long-term health of these resources while also meeting duties to stakeholders, the environment, and future generations.

One of it is by environmental sustainability. Leaders are mindful of the organization's ecological footprint and take steps to minimize negative environmental impacts. Implementing eco-friendly practises, decreasing waste, preserving resources, and supporting programmes that promote environmental sustainability are all examples of this.

Climate change has the potential to have a substantial impact on one's ability to practise responsible stewardship, particularly when it comes to managing resources, assets and obligations in an ethical and sustainable manner. Financial risk is one of the reason to it because due to higher insurance costs, property damage and other climate-related expenses, climate change can pose financial hazards to businesses and organisations. Responsible stewardship entails responsibly managing financial resources, yet these risks can put a strain on budgets and financial planning efforts (Compiled List of Tools 1, n.d.).

Equality is the condition of being equal, particularly in terms of status, opportunities and rights. Equality means that everyone regardless of their circumstances, has access to the same resources and opportunities. Meanwhile, for diversity it means that race, ethnicity, gender identity, age, religion, socioeconomic status and political convictions are all examples of it. Lastly, inclusion refers to individuals who are aware of their own biases and actively seek out to inform their decision making process.

The benefits of diverse team are increased creativity and innovation because when numerous people tackle problems and difficulties from different viewpoints, more innovative solutions emerge. Moreover, cross-cultural understanding because rather than depending on old-world prejudices and assumptions as a crutch, diverse work groups improve internal climates and external outcomes of firms (Emma, 2019).

The disadvantages of diverse team are communication challenges because different cultural origins and communication styles can lead to misunderstanding and misinterpretation. Furthermore, resistance to change because certain members may be resistive to change or have trouble adapting to new ideas (Hawksworth, 2022).

Conclusion

Key issue of being a leader is firstly time management because to prioritise work and fulfil deadlines, excellent time management is required. Besides that, adapting to technology because of the quick pace of technological changes, leaders need must stay updated about new trends.

SECTION 2

Introduction

In an era marked by relentless innovation, the world is witnessing an unprecedented surge in new technologies that are fundamentally altering the way we perceive and interact with our environment. The technology that I chose is artificial intelligence (AI). Example of an AI is a self-driving car like Google's Waymo Project.

Main Body

An AI is a technology that enables computer to execute tasks that would normally need human intelligence. It allows robots to adapt to new information and make judgements based on facts (Burns, 2022).

For example, Google's Waymo Project is a self-driving technology business owned by Alphabet Inc. which is also known as the parent company of Google. It is dedicated to the advancement of autonomous driving technologies and the creation of self-driving vehicles.

The advantages of using an AI is firstly about education and skill development because AI powered e-learning platforms that can provide personalised learning experience and responding to specific people need. Furthermore, AI is always available because it can function continually without interruptions and allowing for 24-hour availability and support. Lastly, AI can also do data analysis because AI can accurately process and analyse massive amounts of data, extracting useful insights and patterns that people would struggle to uncover manually (Duggal, 2021).

Meanwhile, the disadvantages of an AI are job displacement because some jobs may be totally replaced by AI systems, affecting employment opportunities for specific portions of workforce. In addition, AI can cost expensive because AI system can development and implementation can be costly especially for small enterprises with limited resources. Lastly, human-machine interaction because interacting with an AI can become challenging to someone that is not familiar with the technology that can lead to potential usability issues (Madhugiri, 2023).

According to (Singer,2018) the study of principles, values and moral rules that regulate human behaviour and decision-making is known as an ethics. It entails determining what is morally right or wrong. It helps individuals and societies in determining how to respond in diverse situation while keeping the fairness, honesty and integrity in mind of others.

The ethical issues that leader should consider before making decision is firstly job displacement because it may lead to changes in job roles hence the leader should consider to reskilling the employees. Moreover, privacy and data security because AI requires access to large amount of data hence the leader should know how this data is being stored and protected to ensure privacy of the working (Panel, 2021).

Conclusion

In conclusion, using an AI gives us a lot of benefits because we are living in a generation where using an AI is important in our daily life from working adults to students. But, there are also few disadvantages that I have mentioned above regarding an AI hence the people need to always be careful while using the new technology. Leaders should always know what they should do to spread justice and beneficence in their workplace.

SECTION 3

Introduction

Leadership is a dynamic and diverse notion that is crucial to guiding individuals and organisations towards desires. Leadership is the art of inspiring the employees to do better work for the organizational. Here I will be writing about the skills that a leader would need to successfully lead a global team.

Main Body

A leader is an individual who guides and inspires a group of people to work together towards achieving goals or objectives. They make decisions, provide direction and set an example for their followers (Prentice, 2004). Meanwhile a global leader is a person who have the skills, expertise and traits to lead effectively in international and multicultural society. Global leaders can navigate the intricacies of many cultures, economies and business settings and have a deep understanding of global trends (Qureshi, n.d.).

The difference between a leader and a global leader is cross-cultural communication because for a leader, they will communicate within a single cultural or organizational meanwhile for a global leader, they must excel in cross-cultural communication, as they work with diverse teammates (Korte, n.d.). Furthermore, strategic decision making because in line with (Strategic Decision-Making for Leaders – Managing Organisations, n.d.) for a leader, they may make a decision that primarily affect their immediate organization meanwhile for global leader, they need to make decision considering global perspective. Moreover, networking and relationship building because for a leader, they typically focus more on building relationship within their organization and local community unlike global leader which they need to build extensive international network and relationship. The global leader need to connect with the stakeholders from around the world to facilitate partnership and collaboration with other international company and organizational. Lastly, geopolitical and economic awareness because a leader may focus on local economic forces meanwhile for a global leader, they need to keep up with the global politics and trends that may affect different industries.

A global leader need to have their own skills in order for them to manage their organizational. There are a few skills that a global leader need to have to lead the global team which is firstly adaptability and flexibility which means embrace change and uncertainty. They need this skill to make sure they develop the ability to adjust the strategies to approach cultural context (Center for Creative Leadership, 2014). In addition, a global leader need to also have empathy and emotional intelligence which means they need to understand their emotions so that they can control it effectively. They need this skill because the emotional intelligence can help them in building strong relationships and connect with people from diverse background. Lastly, a global leader need to have cultural intelligence skill which means they need to develop an understanding of different cultures and values. In compliance with (Navigator and Varadanin, 2013) the reason why they need this skill is because, they can learn on how to adapt the communication to effectively interact with individuals from different backgrounds.

To sum up, a true leader exhibits traits such as integrity, empathy and adaptability. A leader develops a good and productive environment that brings out the best in their team through effective communication, strategic thinking and dedication to continual growth.

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