



Contemporary Challenges: Making a Difference

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Task 1 – Summary – Leading a Global Team

In today's blog, we are going to discuss what does it take to lead a global team. The term stewardship directly defines as "the careful and responsible management of something entrusted to one's care" (*Merriam-Webster Dictionary*, 2023). With the act of conducting, overseeing, or managing something; particularly, outcomes a responsible stewardship. Overall, it brings a supervision approach towards carrying out a responsibility such as by managing and planning out the resources. It must be done in an ethical manner as the weight of such responsibility and come upon to such consequences.

From this term, stewardship, *how can we identify that this is wider than Corporate Social Responsibility (CSR)?* Compared to CSR, it refers to more of a business model that include ways to help and improve society and the environment that outcomes to building a good business image and work morale (Fernando, 2023). As for stewardship is not a new notion in the finance, management, and accounting nor in the area of organizations, but it has inspired the activities of several organizations (in various contexts, sectors and geographical areas) whose mission is to protect, preserve, and enhance natural, social, cultural, and economic resources for the benefit of stakeholders, communities, and society at large. Hence, stewardship covers on a larger scale that address global challenges such as sustainable development, at the macro and more organization-focused levels stated by (*Contrafatto & Bebbington*, 2013).

Let's take a look at climate change. According to research, director of the Potsdam Institute for Climate Impact Research and one of the world's preeminent climate scientists, Johan Rockstrom, issued an extreme warning of the melting of ice due to unforeseen temperature levels that can lead a raise to sea levels (Harvey, 2021). The climate scientist issued an immediate discussion towards world leaders critically. When it comes to solving an issue on a larger scale, as stated above, it of course brings a challenge to these leaders in terms of lack of awareness or global cooperation. One strategy that could be done is the commitment of all leaders to fully protect and conserve areas is effective to reverse biodiversity loss and stabilizing climate change.

G7 leaders, the current President of the United States, Joe Biden and the European Union have expressed their endorsement for the protection and conservation of 30% of the Earth's land and oceans, , is actively working towards achieving a goal of attaining 30% protection by the year 2030 and t has made a commitment to safeguarding 30% of its land and water areas as part of its newly implemented Biodiversity Action Plan (IUCN, 2022). Overall, this shows an effective teamwork with the awareness developed and committed collaboration of the global leaders and leaders.

Apart from the views of the environment towards the public externally, let's view on the internal side, the wellbeing of employees. *Is sitting the new smoking?* Also known as a sedentary lifestyle where a person has lack of physical activity (Votel, 2022). Employers must take action for their employees mentality and physically as a result to boost employee productivity and health. In addition, the invention of a caring workplace culture while providing accessible resources makes a great impact of the overall health of their employees (Vlatka Ariaana Hlupic, 2022).

Let's take a look of the workplace culture in Starbucks. Known for its culture of belonging with a diverse workplace in terms of their hiring and representation of individuals from different ethnicities (Black, Hispanic, Asian minorities), abilities (hearing disabilities), genders (LGBTQ+) and different backgrounds (Starbucks Stories, 2022). The culture of belonging is vital where Starbucks ensures' their journey is a place where everyone is welcome regardless to create equal opportunity. They value the distinctive blend of abilities, life experiences, and viewpoints that each partner brings to the table and contributes to Starbucks' success (Starbucks Stories, 2022)

One example of a responsible stewardship leader in Starbucks is Dennis Brockman, a senior vice president, global chief inclusion and diversity officer. A few elements he considered as a stewardship leader is firstly, is the **valuing diversity (socially)**, it is just more than numbers where "we need to have representation at *every* level", he stated. The engagement of partners, suppliers, communities and customers. Secondly, **mentoring (economically)**. The sense of belonging where the mentees feel valued with their talents is something impactful to retain their talent. "Diversity is about who or what is represented. **Inclusion** is an environment where people feel valued for all they bring – and that leads to belonging," he stated.

With diverse teams it brings more enhanced problem-solving and decision making that greatly impacts the company in the quickest way possible. Hence, it results to a competitive advantage over other organizations as well. Apart from increasing of profits, it also develops positive environment where it enables to strengthen the teams morale (Indeed Editorial Team, 2022). However, such disadvantages occur when it comes to a diverse team such as team bias, where the discovery of conflicts happened . Other instances are, communication barriers, especially members that established with various of native speakers with different languages could reduce the overall effectiveness of a team.

Task 2 – Summary – The Advantages, Disadvantages and Ethics of implementing New Technologies

In this blog, we will discuss about the implementation of new technologies. Apart from AI, VR, and AR, the type of new technology adapting is brain implant an invasive technology that consists of (BCIs) brain computer interfaces (need source). Brain-Computer Interfaces (BCIs) and neural implants have transformed our understanding of the brain and its connection with technology. They enable communication and control for people with movement limitations by translating brain activity into computing commands, and they offer up new pathways for cognitive enhancement and neuroprosthetic applications (News, 2023). These technologies have immense potential to restore sensory and motor function, treat neurological illnesses, and potentially boost human cognitive skills by permitting direct contact between the brain and external equipment. Revolutionising our grasp of neuroscience and widening the span of human experience is the potential idea of utilizing the technology.

BCIs are the future of the health industry where patients who suffer from paralysis, strokes, depression and even those who struggle with daily body movements such as the Parkinson's disease. It is believed that BCI's are the future of communication stated by Stephen Hawking, one of the few ALS (Amyotrophic Lateral Sclerosis) patient. Overall, in the next few decades, it brings to just more of helping people with such disabilities (Brueck, 2022). With curing human disabilities, the technology on the bright side, still provides the opportunity to be part of the working world as they boost their capability in the workplace while restoring their dignity.

On the darkside of adopting this technology it brings to various concerns which are firstly, the high risk of brain injury. As the brain is sensitive, even with minor injuries might result in lasting harm or death where it might cause infections and inflammation in the brain, perhaps increasing the risk of Alzheimer's disease later in life. Another downside is the abuse and misapplication where people who wish to manipulate others or steal their knowledge. The most likely abusers would be governments, security agencies, and organisations looking to use it to control individuals or corporations who want to read all of your emails and know what you think, posing new cybersecurity dangers. Lastly is the invasion to ones' privacy whereby reading their thoughts and capturing their memories. Anyone who has access to it can read your thoughts and see what you remember. It might also be used without people's awareness or agreement by governments or private companies to monitor their thoughts and actions (Presence Secure, 2023)

The concept of ethics defines as a centred on well-established moral norms that dictate what humans should do, usually in terms of rights, obligations, societal advantages, justice, or special qualities. (Santa Clara University, 2021). A neurotechnology company called Neuralink founded by Elon Musk, an example of a transformational leader showcased the work of his company where he demonstrates the treatment of monkeys during such medial trials. According to Dr. Nancy Jecker, a professor in the Department of Bioethics and Humanities at the University of Washington School of Medicine, "Without ethics guidelines, the ethics is going to be hit and miss, and we're going to be reacting to problems rather than preventing them and in the process, we might end up irreversibly damaging people in ways that we could have avoided."

The types of dilemmas to consider are **informed consent**. Hence, without informed consent or participation, such steps cannot further understand the individuals side effects or risks when undergoing the brain implant procedures. Any neurotechnology application should address the potential consequences for a person's autonomy and privacy, to avoid the misuse of an individual's data. Next is towards the environment sustainability where the **overconsumption** by neuroscience laboratories of laboratory animals, supplies, services, water, and energy and biological waste by the medical industry harms the environment. Neuroscience researchers claim that global climate change and biodiversity decline due to animal-welfare violation. (Keifer & Summers, 2021). Lastly is, **transparency and accountability**. It is essential to be transparent about the capabilities, constraints, and potential threats posed by the technology. Communication between developers and researchers and the general public should be open and honest in order to foster confidence and assure responsibility.

Task 3 – Summary - Skills Required to Lead a Global Team

A leader sees how things can be improved and motivates people to work towards that better vision. Leaders can try to make their vision a reality while prioritising individuals. To be effective, leaders must be sympathetic and connect with others in addition to being able to motivate others. (Ashley St. John, 2020) *But what does it mean to be a global leader?* Leadership that spans numerous global regions is referred to as global leadership. To complete their tasks, they must include several, dispersed sets of stakeholders and coworkers. Distance, cultures, time zones, connecting via technology, and navigating intricate organisational systems like the matrix or network organisation are the additional 5 barriers that global leaders must guide employees through.

When comparing leader and global leader, is it important to note that there are some practical distinctions as well as theoretical ones. Just like their attitude, abilities, and cultural awareness, the methods used by global leaders in their task performance are unique. One can wonder what it is that global leaders do that other leaders operating in purely domestic environments do not. Research offers a variety of viewpoints in response to this subject, but the basic thesis is that global leaders manage complexity as it rises (qureshi, 2015). Complexity is seen as the contextual component of the global paradigm, the environment in which world leaders are expected to operate and survive. It can be in terms of influencing politics, cultural exchange, or even advancing human rights. "Global leaders" specifically draw attention to the wider, worldwide effects of their influence and participation in global concerns.

Let's view some of the key skills needed. Firstly, is **diversity awareness**. Particularly, in a diverse world we live in, cultural awareness is vital. As global leaders discover they eventually came to an understanding where the value of respecting, understanding, and utilising cultural diversity is a necessity of being open to leveraging cultural differences. As a result of being surrounded by multiple perspectives, leaders developed the ability to comprehend varying viewpoints when collaboration. For example, Martin Luther King, a civil rights activist, contributed to the development of a legal framework that prohibits discrimination on the basis of race, colour, religion, sex, and national origin in the workplace, thereby impacting and creating diversity in the modern workplace. (White, 2023). Hence, a leader recognizing such minorities especially in the working world impacts their behaviours on a positive side as they "feel heard, valued and safe" for instance.

Another skill needed, is **communication skills**, the most important soft skill where building trust with team members who have diverse backgrounds especially and experiences is one of the most difficult challenges for leaders of international teams. Strong communication skills can help bridge this chasm, enabling leaders to communicate with their team members and foster a sense of trust and understanding. (Speexx Blog Team, 2023). Therefore, excellent communication skills enable leaders to influence such decisions across various stakeholders while being mannerly consistent with their objectives. For instance, Greta Thunberg. She is known for being the world's youngest climate youth activist for urging world leaders to take immediate action against climate change. With her voice, she was able to influence a generation especially youths, as a whole regarding the duty mankind should have to combat climate change. Regardless of age, Greta has inspired many people all over the world with her drive and passion for imagining a better planet. Through such emotion statements her controlled enthusiasm strikes the ideal balance between emotion and well-constructed arguments.

Lastly, another skill need is **change management skills**. The concept of change management refers helps manage the transformation of an organization's objectives, processes, and technologies by focusing primarily on preparing, supporting, and assisting the organization's employees as they undergo. Overall, it is the purpose of maximizing business development and minimizing disruption. (Fechter, 2023). Barack Obama is renowned for his transformative leadership of the White House. He encouraged all of his employees to be upfront about their ideas and suggestions for development. He was not fearful of change and actively encouraged it among his employees. He ensured that he was approachable for employees so that they could share their creative ideas with him. This enabled him to use innovation in government to make significant changes for the country's future. (Western Governors University, 2020)

By fostering open communication, embracing diversity, and efficiently managing change, global leaders not only impel their organizations forward, but also contribute to a world of shared comprehension, collaboration, and advancement. As global leadership continues to shape the global narrative, these competencies are indispensable for indicating in an era of interconnected harmony and success.

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