

Applied Leadership and Management in the Workplace

Module Assignment Submission

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Statement of Confirmation of Authenticity

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Introduction

In this assignment I will be explaining about 3 different categories which I have chosen to speak about which will help me in the future to lead a global team. In this assignment I will be speaking about my chosen topics which will be intercultural awareness, culture and diversity and what I need to do in order to become a good global team leader in the future.

Intercultural awareness.

Intercultural awareness is the ability to understand and appreciate different cultures, beliefs, and values. It involves recognizing and respecting differences, as well as finding common ground and building relationships with people from diverse backgrounds. Intercultural awareness is highly used to promote understanding and respect between people from different cultures. It helps to reduce misunderstandings, conflicts and discrimination, and to build more inclusive and diverse communities.

I choose this topic as I feel for myself becoming a good global leader this would come into good practice for myself in the future because by developing this awareness you could become a good global leader by understanding and respecting different cultures, beliefs, and values of people from different backgrounds, This would help to build stronger relationships, communicate better, and work a lot better with people from diverse cultures. This would make the work environment more positive and productive.

While doing some research here is another example of Intercultural awareness taken from Chron.

"People from different cultural backgrounds often have different styles of verbal and physical communication. For example, in some cultures, greetings are shown with a bow instead of a handshake. In other cultures, direct eye contact is deemed impolite, whereas in some places it's a sign of honesty and trust."

culture.

As a global team leader, culture is a very important factor to consider when managing any team.

Culture includes the shared beliefs, customs, behaviours, and artifacts that define a society or group. It can include language, religion, social norms, cuisine, art, music.

Cultural differences can sometimes pose challenges for global teams, this can sometimes lead to miscommunication, misunderstandings, and conflicts. By understanding and respecting these differences, you can create a more productive and harmonious work environment, and build stronger relationships for the future.

Culture can be thought of as a lens through which people view the world. It shapes how people think, feel, and behave, and can influence everything from communication styles to decision making. It's important to be aware of this, especially when working with a global team. By embracing cultural diversity and promoting inclusivity, you can help create a more dynamic work environment that benefits everyone involved.

While doing some research online here is an example of culture and why it is important to be used while running a global team.

"An influential company culture is the foundation of any successful business. Culture is comprised of shared values, expectations, and beliefs that represent the entire organization, and it dictates how employees perform and behave.

More than just a behavioural model, company culture influences day-to-day policies, procedures, communication structures, and job responsibilities. This is why your international workforce must understand their new team's culture.

To communicate company culture and expectations with your international team, consider the following actions:

- **Explain why company culture matters.** Perception is unique to every organization and every employee, so it is essential to define what makes your company different. Take time to explain why it's important for employees to live up to the values and how they support the company's overall strategy. Culture training, workshops, and seminars help ensure everyone is on the same page, and present opportunities for questions and feedback from your workforce.

- **Allow culture to influence team and company goals.** Set challenging goals that mirror elements of your company values. For example, if your culture prioritizes continued learning and job development, set up metrics and goals that support those efforts, like completing online certifications and training.
- **Make culture a priority.** A thriving company culture is widespread in all elements of the organizational structure. To develop and maintain a stable environment, begin with hiring the right cultural fits. Weave culture points into company presentations and goals, and ensure that leadership represents the core values in how they lead their teams.

Once you establish your culture as an essential part of a successful international team, your workforce feels more connected to common goals.”

Responsible stewardship.

Responsible stewardship is important when leading a global team because it allows you to make decisions that benefit the team and the world.

You need to be aware of your impact on the environment, society, and the team members themselves.

If you are not responsible, you could cause harm to the environment, society and the team.

It is used in global leadership because it helps leaders make ethical and sustainable decisions that benefit not only the team but also the world.

It is important to be responsible and considerate of the impact your decisions have on the environment, society and the team. By being a responsible stewardship, leaders can create a positive and sustainable future for everyone.

While doing some research online regarding Responsible stewardship I found this information.

“That good stewardship allows any organisation to continually develop and adjust to an ever-changing world. At its most basic level, stewardship is acting upon the understanding that leadership is a temporary role which is outlasted by the lifespan of an organization. A leader is performing the act of stewardship whenever he or she is actively preparing for an organization’s future vitality. This act of stewardship takes form at different organizational levels. At an individual level, stewardship focuses on promoting well-being for each person within an organization. One of the many ways to promote this well being is to ensure that each individual is generally happy in his or her working environment. A student from our group provided a simple but impactful example of an act of stewardship which had this individual-level focus. She and her classmates developed a social initiative to make their campus a happier place. They dispatched club

members to open doors for students as they entered major buildings around campus.

After piloting this initiative at various locations, they discovered that their dedicated focus on individuals had a profound effect. Within a few days they could already notice that people on campus were generally happier than before. Those student leaders viewed themselves as stewards of their university. They recognized the brevity of their time as university students, and took seriously the positive impact their actions could have upon individuals around them. However, preparing for the prolonged vitality of an organization does begin with a focus on individuals, but leaders should continue their stewardship approach by taking action at the team level.

Leaders are stewards at the team level whenever they work to ensure individuals within the organization interact well with each other. A great example of team stewardship comes from the experience of the Swiss group member who had done peacekeeping tours in Kosovo. Early on during one tour he noticed his team was losing motivation.

Personality conflicts also arose amongst the team. In order for the team to succeed, it was important that this lack of motivation and the team conflicts did not translate to their interaction with the local population. So managing the interaction between individuals was key. For our Swiss group member, this involved setting agreed-upon codes of conduct, periodically explaining the “why” of their missions, and ensuring equal working hours. These actions improved team effectiveness and avoided future misunderstandings. Stewardship begins with ensuring

*individual well-being, transitions into
a focus on team effectiveness, and
ultimately leads to a need for
institutional-level considerations.”*

Diversity.

Diversity is the unique qualities and characteristics that make each person different from one another, including their backgrounds, cultures, beliefs, and experiences.

It would be important to use while leading a global team because it allows for a diverse range of perspectives and ideas to be shared, leading to more creative and innovative solutions. It also helps to promote cultural awareness and understanding, which can lead to better communication.

Diversity is used to ensure that everyone has an equal opportunity to succeed and contribute to society, regardless of their background. It is important because it promotes inclusivity, which can lead to a more tolerant and accepting society.

It also allows for a wider range of perspectives and ideas to be shared.

By using diversity while leading a global team a leader can create a more inclusive and productive team.

While doing some research online about diversity I found this information explaining about diversity, why it is used and why it is important for leading a global team.

“ Diversity allows for the exploration of these differences in a safe, positive, and nurturing environment. It means understanding one another by surpassing simple tolerance to ensure people truly value their differences. This allows us both to embrace and also to celebrate the rich dimensions of diversity contained within each individual and place positive value on diversity in the community and in the workforce ”

“Why Is Diversity Important In Teams? 5 Tips To Build Diverse Teams

- What is Diversity?
 - Why is Diversity Important in the Workplace?
 - Boost to creativity and innovation
 - Develop a smarter approach to problems
 - Employee satisfaction rises
 - Improved profits & higher employer equity
- How to create a diverse team?
 - Overcome your biases

- Re-haul your interview and pay processes to make them inclusive
- Equally value efforts of all employees
- Educate and sensitize your team
- Provide support mechanisms

Conclusion/ Summary / Recommendations (as applicable)

My conclusion on becoming a good global leader requires a deep understanding of culture, diversity and intercultural awareness. By embracing diversity and promoting cultural awareness, a leader can create a more inclusive and productive team. This would lead to a more creative team and innovative solutions, as well as a more tolerant and accepting society for myself and others.

References

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Appendix A – if required

