Contemporary Challenges: Making a Difference

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Task 1 – Summary – Leading a Global Team

Based on your learning from Unit 1, write a summary that considers how responsible stewardship, equality, diversity, and inclusion, would affect "*Leading a Global Team*".

Responsible stewardship in business involves intelligent and sustainable management of resources, operations, and relationships to achieve long-term success while benefiting society and the environment. It means balancing the needs of shareholders, employees, consumers, communities, and the environment. (Edward E., 2015)

"Responsible stewardship" is broader than "corporate social responsibility" (CSR). Responsible stewardship extends beyond businesses and their social initiatives.
CSR and responsible stewardship differ on objective and time. Corporate Social Responsibility (CSR) involves short-term, project-based actions to address specific issues. Responsible stewardship prioritises long-term resource and relationship sustainability. This process includes strategic planning and decision-making that examines the broad effects of actions.

Responsible stewardship, particularly within the realm of organisational leadership, is a dedication to ethical and sustainable practises that extend beyond immediate benefits and prioritise the welfare of the environment, society, and future cohorts. This notion exhibits a strong alignment with the principles of sustainability, particularly in its capacity to effectively tackle global concerns such as climate change. (Emsley, 2020)

Organisations that engage in responsible stewardship strive to mitigate their carbon footprint and lessen the release of greenhouse gas emissions. This entails the implementation of energy-efficient strategies, utilisation of renewable energy resources, and optimisation of transportation and logistics systems to mitigate emissions.

When endeavouring to implement methods aimed at mitigating the effects of climate change, a responsible steward may meet a variety of problems and factors that require careful attention. The process of developing and implementing climate change mitigation and adaptation measures can be extensive and complex. To discover the most suitable and viable solutions, a responsible steward must effectively manage a diverse array of technological, economic, and social factors. The implementation of climate change initiatives frequently necessitates substantial financial resources, posing a challenge for businesses, particularly those with constrained budgets, such as smaller enterprises. Achieving a balance between the initial expenditures and the enduring advantages can be a challenge.

To be responsible stewards leaders must put the well-being of their employees first by making sure their jobs involve more than just sitting around. It has been suggested that too much sitting could be as bad for your health as smoking. Responsible stewards should think about putting in place flexible work arrangements that let workers choose where they want to do their work. The use of standing workstations or outdoor workspaces is suggested as a way to encourage physical exercise and give employees the chance to take breaks outside and do things like go for walks. Also, it's important to implement health programs that encourage physical activities like sports, going to the gym, and yoga during breaks or after work.

In order to fulfil their duties effectively, a responsible steward should take into account the principles of equality, diversity, and inclusion. It is important to establish policies that actively support the principles of equal opportunity, non-discrimination, and the cultivation of a diverse and inclusive work environment. Furthermore, it is essential to implement Equitable Compensation in order to setup equitable and transparent wage systems that minimise differences in pay arising from factors such as gender, race, or other distinguishing attributes. Furthermore, it is imperative to address diverse needs by implementing appropriate accommodations for employees with disabilities, thereby guaranteeing equitable access to both opportunities and facilities.

One of the key benefits associated with having a diverse workforce is the ability to include a wide range of perspectives and experiences, which can significantly enhance problem-solving capabilities. Additionally, it exhibits a broader range of abilities and talents that can contribute to improved project outcomes. A possible disadvantage is the presence of communication barriers arising from linguistic and cultural differences among persons. Resistance to change may arise as a result of employees' desire to stay true to predetermined norms that they have become accustomed to throughout their upbringing. (Mahesh, 2023)

In conclusion, it is imperative for responsible stewardship to prioritise the principle of equality, diversity, and inclusion in order to cultivate an inclusive culture that ensures all employees are esteemed, respected, and empowered to share their distinct perspectives and abilities. (Emma, 2019). A responsible steward places a high priority on the well-being of their employees, thereby supporting their work-life balance and general welfare. This approach has been found to result in heightened levels of motivation, engagement, and productivity.

(703 words including in-text citations)

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

Write a summary based on your research into the advantages and disadvantages around the increased use of new technologies (e.g. Artificial Intelligence or Augmented Reality) including the ethical issues that a global leader should consider before adopting these new technologies

Artificial intelligence (AI) encompasses a range of technological tools that empower computers to execute diverse sophisticated tasks, such as visual perception, comprehension and translation of spoken and written language, data analysis, provision of suggestions, and other capabilities. Artificial intelligence (AI) serves as a fundamental component driving innovation in contemporary computing, enabling the creation of significant value for both individuals and enterprises.(Schroer & McCarthy, 2023)

One of the primary benefits associated with Artificial Intelligence is its capacity to effectively reduce errors and enhance levels of accuracy and precision. The decision-making process of artificial intelligence (AI) is determined by pre-existing information and a specific set of algorithms. When appropriately programmed, these mistakes can be minimised to zero.

Another interesting benefit of artificial intelligence (AI) is in its ability to minimise multiple dangers by transferring duties to AI robots on behalf of humans. Machines composed of metallic structures have built-in resistance and durability, enabling them to withstand hostile environments such as bomb defusal, space exploration, and deep-sea explorations. (Duggal, 2023)

Another advantage of adopting artificial intelligence (AI) is its constant availability. Numerous studies have found that human productivity is frequently limited to three to four hours each day. Individuals must take breaks and schedule time off in order to establish a harmonic balance between their work and personal lives. Artificial intelligence, on the other hand, is capable of operating continually without the need for breaks. They have much faster cognitive processing speeds than humans and can perform multiple tasks with high precision at the same time. Individuals can manage dull and repetitive work more efficiently with the help of AI systems.

There are also disadvantages associated with the adoption of artificial intelligence, one of which being a large financial commitment required. The development of a machine capable of emulating human intelligence is a major achievement. The undertaking requires a substantial allocation of time and resources, often that involve large financial expenditure. In order to remain current and satisfy contemporary demands, artificial intelligence (AI) necessitates use of the most recent technology and software, resulting in a large cost.

Another disadvantage is that it leads to a rise in unemployment. An example of an application of artificial intelligence is the usage of robots, which has resulted in the displacement of some occupations and a subsequent increase in unemployment in certain cases. Hence, it is argued by many individuals that the rise of robots and chatbots poses a perpetual risk of unemployment for human workers.

One final disadvantage associated with the adoption of artificial intelligence relates to its tendency to create human laziness. AI solutions have the ability to automate a significant portion of repetitive and recurring jobs. As the need for memorization and puzzle-solving diminishes in the completion of tasks, there is a noticeable decline in the utilisation of cognitive faculties. Excessive reliance on artificial intelligence (AI) has the potential to generate difficulty for future generations.

The term "ethics" originates from the Greek word "ethos," denoting a "way of living." As a discipline within philosophy, ethics pertains to the study of human conduct, particularly the actions and behaviour of people within a societal context. Ethics is a field of study that focuses on the rational basis for our moral judgements, exploring concepts of moral rightness or wrongness, as well as justice or injustice.

Before implementing new technology, leaders should carefully consider several ethical issues, including the potential environmental impact. The evaluation of energy and resource utilisation in the AI system is crucial, and it is essential to investigate strategies for reducing the system's environmental impact. (Pazzanese, 2020)

One additional ethical concern that leaders should take into account before the implementation of AI technology is the matter of privacy and data security. The gathering and processing of data for artificial intelligence (AI) requires strict compliance with privacy legislation and ethical principles. It is important for leaders to prioritise the protection of sensitive information and minimise the potential dangers associated with data breaches.

In conclusion, artificial intelligence (AI) improves efficiency, accuracy, innovation, safety, and quality of life by reducing errors, risk to human safety, and availability. Artificial intelligence's disadvantages include high costs, increased unemployment, and laziness. Due to their complexity and autonomy, AI systems may behave without human control, causing unintended and irreversible outcomes. Environmental impact, privacy, and data security are ethical considerations for leaders. These aspects must be considered to avoid wrongdoing.

(726 words including in-text citations)

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

Write a summary using information in Unit 1 and Unit 2 together with your own research that evaluates the skills a leader would need to successfully lead a global team**.**

A leader can be characterised as an individual who demonstrates a distinct vision and has the ability to effectively create and carry out strategies to achieve that vision. Moreover, a leader takes the responsibility of ensuring that their team is adequately supported and equipped with the needed assistance and resources to efficiently attain their objectives. (Waters, 2022)

Global leaders are individuals who possess advanced skills in effectively navigating the complex international setting, building meaningful connections across diverse cultures, and promoting the development of enterprises and communities on a global scale. Global leadership is characterised by the integration of conventional leadership qualities with a Global Mindset. The cultivation of a Global Mindset commences with the capacity to effectively articulate a clear vision, engage in strategic thinking, and promote collaborative undertakings. (Livermore, 2022)

The main difference between a leader and a global leader lies in the fact that a leader refers to an individual or a group of individuals who undertake the tasks of selecting, equipping, training, and influencing one or more followers possessing diverse gifts, abilities, and skills. The primary aim of a leader is to direct the followers towards the mission and objectives of the organisation, thereby motivating them to willingly and enthusiastically invest their spiritual, emotional, and physical energy in a collaborative and synchronised endeavour to accomplish the organisational mission and objectives. Global leaders necessitate not only emotional intelligence for functioning in diverse cultures and surroundings, but also cultural intelligence, which refers to the ability to effectively adapt to different cultural contexts. (*Similarities and Differences of Domestic and Global Leadership*, 2020)

Effective communication skills are a crucial attribute that a global leader must possess. Effective leadership has long relied on the importance of possessing strong communication abilities. However, their significance has become much more apparent in light of the transformations in communication methods prompted by the COVID-19 epidemic. With the widespread adoption of virtual meeting technologies, conducting business in a worldwide market has become increasingly convenient. Nevertheless, the use of these technologies necessitates an understanding of new communication skills and requirements. Leaders must possess the capacity to effectively communicate complex facts, concepts, and reasoning to a wide array of individuals across many mediums. This entails possessing knowledge about the diverse communication styles that individuals may encounter within a multinational context. (Clawson, 2019)

Inter-cultural skills are also a key skill that global leaders must possess. Cultural intelligence may be seen as a higher level of intelligence compared to emotional intelligence. This encompasses the capacity to accurately identify cases where an individual's behaviour is influenced by natural human peculiarities, as well as instances where their actions are driven by cultural factors. Once this distinction becomes clear, a culturally intelligent leader possesses the ability to adapt their behaviour appropriately in order to optimise their interactions with others and produce the most successful results. (Armstrong, 2020)

Effective communication skills are crucial for a global leader to enhance their success. By possessing this skill, a leader may establish a strong connection with their team, so fostering unity among team members and facilitating the attainment of desired outcomes through the clear delineation of goals and duties. Effective communicators possess the ability to actively engage in attentive listening. Active listening provides an in-depth understanding of an individual's viewpoint and expertise, thereby enabling individuals to express their concerns, ultimately building trust among a team.

The leader who possesses intercultural skills is able to overcome cultural bias by effectively engaging in communication, assessing the context of culture, and making informed decisions regarding appropriate behaviour This behaviour encompasses the effective handling of psychological stress and interpersonal connections (Pusch, 1994). Furthermore, it is important to note that a leader of this nature has cognitive flexibility and demonstrates a capacity to deal with uncertainty (Gudykunst, 1994), hence enabling them to effectively navigate multicultural scenarios through adaptive actions. The concept of competence involves a comprehensive understanding of a particular culture, together with self-awareness. There is an overall acceptance among researchers that intercultural competence includes an ability to modify one's behaviour and communication in accordance with the intercultural setting, employing a diverse range of skills and knowledge. This will give the leader a better chance on being successful.

(695 words including in-text citations)

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