



## **IUBA4000 | CONTEMPORARY CHALLENGES**

**TOPIC:**

**MAKING A DIFFERENCE**

**PREPARED BY:**

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## **TASK 1 – LEADING A GLOBAL TEAM**

### 1.A definition of responsible stewardship

The term "responsible stewardship" refers to the thoughtful and moral administration, care, and supervision of resources, assets, and duties entrusted to a person, group, or community. It entails making choices and doing activities that put long-term sustainability, wellbeing, and favourable results for all stakeholders—including the immediate stakeholders, the larger environment, society, and future generations—ahead of all other considerations.

### 2.Discuss how this is wider than corporate social responsibility

Additional Purposes Compared to Corporate Social Responsibility (CSR):

While corporate social responsibility (CSR) and responsible stewardship have certain parallels, the latter covers a wider range of issues. Here's how CSR extends beyond responsible stewardship:

The primary focus of CSR—Corporate Social Responsibility is on the moral behaviour of organisations and enterprises in light of their effects on society, the environment, and numerous stakeholders.

Responsible stewardship is a concept that applies to all types of people, communities, and organisations and goes beyond only businesses. It places a focus on managing resources and obligations in an ethical manner, regardless of whether they belong to a company, the government, a community, or an individual.

Holistic Approach: CSR: CSR tends to concentrate on particular projects, such as philanthropy, community involvement, or environmental activities, which may or may not be directly associated with an organization's core business operations.

Responsible stewardship: Responsible stewardship adopts a more all-encompassing strategy, taking the broader effects of choices and actions into account. It entails a more thorough integration of moral values and responsible conduct into every facet of an entity's operations and relationships with its environment.

Accountability and Decision-Making in CSR: CSR frequently entails voluntarily made promises and actions by organisations. Responsible stewardship: Whether responsibilities are chosen or enforced, stewardship implies a deeper feeling of accountability and obligation to handle them ethically. The responsibility to manage resources in a way that protects the interests of all stakeholders is reflected in this.

Application Across Sectors:CSR: The corporate sector and its relationships with society are the primary focus of CSR. Responsible stewardship is a concept that applies to all fields and domains, including the public sector, nonprofit organisations, local communities, and private citizens. It acknowledges that resource management is a shared duty that goes beyond the boundaries of business.

### 3.Consider the problem a responsible steward

Research on responsible stewardship frequently examines the link between moral resource management, sustainability, and tackling problems like climate change. The relationships are highlighted by the following study in this field:

Responsible stewardship and sustainability are closely related concepts. According to sustainability, addressing present demands shouldn't jeopardise the ability of future generations to meet their own needs. Research examines the best ways to manage resources responsibly so that they are preserved and readily available for next generations, whether those resources are in the form of energy, water, land, or natural ecosystems. To avoid depletion and degradation, which can have significant effects on ecosystems and populations, effective resource management is essential.

Climate Change Adaptation and Mitigation: In order to combat climate change, responsible stewardship is crucial. According to research, implementing climate-friendly practises, reducing greenhouse gas emissions, and using responsible energy management can all help to lessen the effects of climate change. Research also looks at how communities may adapt to climate change with the support of responsible solutions like resilient infrastructure and sustainable urban planning.

ESG (Environmental, Social, and Governance) Factors and ethical investments  
The incorporation of responsible stewardship concepts into financial choices is the subject of research. Environmental and social concerns are taken into account together with financial benefits in ethical investing. This strategy pushes companies to use sustainable practises, which benefits society and the environment. In relation to ESG factors, which assess a company's environmental effect, social responsibility, and corporate governance, responsible stewardship is also important.

Policy and Regulation: Studies frequently concentrate on the part that policies and regulations play in encouraging good stewardship. Governments and international organisations create laws to promote sustainable practises, such as conservation laws, renewable energy requirements, and carbon reduction targets. Research examines how well these policies work and how they contribute to global sustainability initiatives.

Innovation and Technology for Sustainability: As part of responsible stewardship, technical advancements are used to further sustainability objectives. Emerging technology research looks at how it can help lessen the impact on the environment, increase energy efficiency, and better manage resources. This covers smart grids, waste reduction techniques, renewable energy technologies, and sustainable agricultural approaches.

Research on responsible stewardship emphasises its crucial role in advancing sustainability and combating climate change, in order to sum up. Researchers help to create a future for the world that is more sustainable and resilient by investigating how collaboration, policy development, technology innovation, and ethical resource management intersect.

#### 4.As responsible stewards leaders consider the wellbeing of their staff.

Leaders have a responsibility to put their employees' welfare first since they are responsible stewards. This takes into account not just one's physical health but also one's mental and emotional wellness. Given the growing understanding of the harmful effects of sedentary behaviour on health, including the idea that "sitting is the new smoking," leaders should adopt a number of actions to support employee wellbeing.

Encourage regular breaks that provide workers a chance to walk around, stretch, and engage in physical activity to promote movement and physical activity. Implement walking meetings, offer flexible or standing workstations, and designate areas for activity, such as stretching or brief exercises.

Offer flexible working conditions so that staff members may plan their time effectively and fit exercise into their daily schedules. This could include the ability to work remotely, set your own hours, or have shorter workweeks.

Make sure that workstations are structured ergonomically to support proper posture and lessen the stress on employees' bodies. Provide items that encourage comfort and good alignment, such as adjustable desks and ergonomic seats.

Wellness initiatives: Implement wellness initiatives that inform staff about the value of exercise and provide rewards for adopting healthy habits. These initiatives could include access to fitness facilities, wellness seminars, and fitness competitions.

Implement regulations that permit employees to take breaks as needed. Flexible break policies. To refuel and refocus throughout the day, encourage brief breaks.

Health-related challenges and contests: Organise healthy competitions or challenges among coworkers to motivate staff to move more. This can encourage teamwork among employees and get them moving more.

Continual Check-Ins: Check in with employees frequently to gauge their wellbeing and get their opinions on how comfortable and conducive the workplace is. This demonstrates how much their comfort and health are cherished.

By putting these tactics into practise, leaders may contribute to a happier, more engaged workforce and perform their responsibility as good stewards of their workers' wellbeing.

### 5.A responsible steward define equality, diversity and inclusion

Without a doubt, leaders should place a high priority on equality, diversity, and inclusion in order to foster an inclusive workplace that is fair to all. These terms' definitions are as follows:

In terms of rights, opportunities, and treatment, equality is the condition of being treated equally regardless of a person's colour, gender, age, sexual orientation, socioeconomic background, or any other attribute. It places a strong emphasis on the lack of prejudice or bias and works to ensure that everyone has access to the same basic freedoms and opportunities without unfair benefits or disadvantages.

Diversity refers to the assortment of personal distinctions, experiences, and viewpoints that individuals offer to a group, organisation, or society. This encompasses variations in abilities, socioeconomic status, education, and more as well as variances in race, ethnicity, gender, age, and sexual orientation. Embracing diversity enhances the richness of experiences and viewpoints by including people of different identities and acknowledges that each person is special and precious.

Creating an environment where everyone, despite their various identities, feels accepted, appreciated, and empowered to fully engage and contribute is inclusion. The goal of inclusion is to actively involve people from all experiences and viewpoints in decision-making, cooperation, and participation. It goes beyond simply having varied representation. The goal of inclusion is to eliminate obstacles, prejudices, and discrimination that can limit the participation of particular groups in various facets of life.

These three ideas are related and dependent on one another. Achieving equality requires valuing variety and promoting inclusion. Leaders that uphold these values guarantee that all people, regardless of their origins or identities, have an equal chance to prosper, contribute, and succeed. Responsible stewards cultivate ecosystems that are more inventive, culturally rich, and socially just by actively encouraging equality, diversity, and inclusion.

## 6. What are the advantages and disadvantage of a diverse team

### **Advantages**

**Increased Creativity and Innovation:** Different viewpoints and experiences might inspire more inventive solutions to problems and original concepts. Diverse teams can approach problems from a variety of perspectives, producing creative solutions.

**Improved Decision-Making:** Diverse teams are better able to take into account a larger variety of perspectives and insights, leading to more well-rounded and educated conclusions. This can lower the possibility of groupthink and promote critical thought.

**Better Problem-Solving:** A varied team can access a wider range of expertise, information, and experiences, which enables them to handle challenging problems more successfully.

**Improved Products, Services, and consumer Satisfaction:** broad teams are better able to comprehend the needs and preferences of a broad consumer base.

**Cultural competence:** Working with varied coworkers can improve cultural sensitivity and awareness, promoting improved communication and collaboration amongst people from various backgrounds.

**Growth and Learning:** Team members can gain knowledge from one another's various experiences and viewpoints, fostering both personal and professional development.

### **Disadvantages**

**Communication difficulties:** Differences in cultural norms and communication styles might cause team members to misunderstand or misinterpret one another.

**Conflict and Tension:** Cultural differences, differing values, or miscommunications may cause problems in diverse teams.

**Integration Challenges:** Due to linguistic or cultural difficulties, team members from diverse backgrounds may find it difficult to fit in.

**Stereotyping and Bias:** Unconscious prejudices may have an impact on team dynamics, affecting how members of the team see and interact with one another.

**Slower Decision-Making:** Due to the necessity to consider a larger range of perspectives and viewpoints, diverse teams may take longer to make judgements.

**Lack of Cohesion:** The growth of strong team cohesion and trust might be hampered by a lack of common experiences or cultural understanding.

## TASK 2- THE ADVANTAGES & DISADVANTAGES AND ETHICS OF IMPLEMENTING NEW TECHNOLOGIES

### 1. Identify the new technology and provide the definition of this new technology (AI)

The broad field of computer science known as artificial intelligence (AI) is concerned with creating intelligent machines that are able to carry out activities that typically call for human intelligence. Advances in machine learning and deep learning, in particular, are causing a paradigm shift in virtually every sector of the tech industry, despite the fact that AI is a science that involves multiple disciplines and approaches.

Artificial Intelligence permits machines to show, or even develop, the abilities of the human psyche. From self-driving cars to generative AI tools like Google's Bard and Chat GPT, AI is increasingly becoming a part of everyday life and a field in which businesses in every sector are investing. In general, artificially intelligent systems are able to perform human-like cognitive functions like interpreting speech, playing games, and recognizing patterns. Most of the time, they learn how to do this by processing a lot of data and looking for patterns that they can use in their own decision-making. A lot of the time, humans will watch over an AI's learning process and encourage good choices and discourage bad ones. However, some AI systems are built to learn on their own, such as by repeatedly playing video games until they learn the rules and how to win.

Knowledge is precarious to characterize, which is the reason AI specialists ordinarily recognize solid simulated intelligence and frail AI. A machine that can solve problems it has never been trained to work on, also known as strong AI, is similar to a human being. This kind of artificial intelligence is what we see in movies, like the robots from West-world, but it does not yet exist.

For many AI researchers, the creation of a machine with human-level intelligence that can be used for any task is the Holy Grail. However, the search for artificial general intelligence has been difficult. Furthermore, some accept solid simulated intelligence examination ought to be restricted, because of the possible dangers of making a strong artificial intelligence without fitting guardrails. As opposed to powerless computer based, areas of strength for intelligence addresses a machine with a full arrangement of mental capacities and a similarly wide cluster of purpose cases yet time hasn't facilitated the trouble of accomplishing such an accomplishment.

A simulation of human intelligence applied to a narrowly defined problem such as driving a car, transcribing human speech, or curating website content, weak AI also known as narrow AI or specialized AI operates in a limited context. AI is in many cases zeroed in on playing out a solitary errand very well. While these machines might appear to be keen, they work under definitely a larger number of requirements and limits than even the most fundamental human insight.

## 2. Clearly identify the advantage of adopting this new technology (AI advantages).

### 1. Decrease in Human Blunder

One of the greatest benefits of AI brainpower is that it can fundamentally lessen mistakes and increment exactness and accuracy. The choices made by AI in each stride is chosen by data recently accumulated and a specific arrangement of calculations. When customized appropriately, these blunders can be diminished to invalid. Example, through artificial intelligence is the utilization of mechanical medical procedure frameworks, which can carry out complex systems with accuracy and exactness, decreasing the gamble of human mistake and working on persistent well being in medical care.

### 2. Zero Risks

Humans can avoid many risks by letting AI robots do them for them, which is another big advantage of AI. Whether it be disarming an explosive, going to space, investigating the most profound pieces of seas, machines with metal bodies are safe in nature and can endure disagreeable environments. Besides, they can furnish exact work with more prominent obligation and not break down without any problem. For example, in a manufacturing facility, a production line that is fully automated. In hazardous environments, robots eliminate the risk of human error and injury by performing all tasks.

### 3. 24x7 Accessibility

There are many examinations that show people are useful something like 3 to 4 hours in a day. People likewise need breaks and time offs to adjust their work life and individual life. Be that as it may, simulated intelligence can work unending without breaks. They think a lot quicker than people and play out numerous errands all at once with exact outcomes. They could actually deal with dreary redundant positions effectively with the assistance of computer based intelligence calculations. Example, of this is online client care chatbots, which can give moment help to clients whenever, anyplace. Chatbots can answer common questions, resolve issues, and escalate complex issues to human agents using artificial intelligence and natural language processing, ensuring continuous, seamless customer service.

Clearly indicated the disadvantage of adopting the new technology (AI technology).

### 1. No Inventiveness

A major hindrance of AI is that it can't figure out how to consider some fresh possibilities. AI is fit for learning over the long run with pre-teen care of information and previous encounters, yet can't be imaginative in its methodology. An exemplary model is the bot Quill who can compose Forbes procuring reports. These reports just hold back information and realities previously gave to the bot. In spite of the fact that it is great that a bot can compose an article all alone, it misses the mark on human touch present in other Forbes articles.

### 2. Joblessness

One utilization of computerized reasoning is a robot, which is dislodging occupations and expanding joblessness (in a couple of cases). Subsequently, some case that there is dependably an opportunity of joblessness because of chatbots and robots supplanting people. For example, robots are every now and again used to supplant HR in assembling organizations in a few additional mechanically progressed countries like Japan. This isn't generally the situation, however, as it sets out extra open doors for people to work while additionally supplanting people to increment proficiency.

### 3. No Improvement

People can't foster artificial intelligence since it is an innovation in view of pre-stacked realities and experience. Simulated intelligence (AI) is capable at more than once completing a similar undertaking, however in the event that we need any changes or enhancements, we should physically modify the codes. AI can't be gotten to and used similar to human knowledge, however it can store limitless information. Machines can follow through with jobs they have been created or customized for; assuming they are approached to finish anything more, they habitually fizzle or give pointless outcomes, which can make huge adverse consequences. In this manner, we can't make anything regular.

### 3. Provide a definition of ethics

The field of philosophy known as ethics is concerned with figuring out what is morally right and wrong, as well as the principles and values that direct people's behaviour and decision-making. In order to answer difficult moral quandaries and direct people, communities, and society in making morally right decisions, it entails the research and analysis of numerous ethical theories, principles, and frameworks. In addition to promoting qualities like honesty, justice, and compassion, ethics frequently aims to set rules for proper behaviour. It also offers a framework for assessing activities in terms of how they affect people, communities, and the larger world.

### 4. Provide a discussion on any ethical issues a leader should consider before implementing the new technology ?

Leaders should carefully assess a range of ethical problems before introducing new technology to make sure that its deployment is in line with moral principles and societal well-being. The following are some crucial ethical issues that leaders need to address:

1. The acquisition, storage, and use of personal data is one of the main problems in terms of privacy and data protection. Leaders must make sure that the technology upholds data protection laws, protects user privacy, and safeguards critical information. To keep users' trust, transparent data gathering procedures, user consent, and effective cybersecurity measures are essential.

2. Leaders must determine whether the new technology has the potential to widen or deepen existing digital disparities or inequality. They must make sure that everyone in society, regardless of financial background, handicap, or other issues, may benefit from technology.

3.Job displacement: The use of new technology, like automation or artificial intelligence, may result in the loss of some jobs. In order to minimise negative effects, leaders should think about the potential impact on workers and the overall workforce and make plans for reskilling and reemployment.

4.Accountability and Transparency: Leaders must establish distinct lines of responsibility for the decisions and results of technology. To understand how technology makes decisions and avoid handing over control to computers, transparent algorithms and decision-making processes are crucial.

5.Environmental Impact: It is important to take into account the environmental impact of new technologies. This covers the possibility for electronic waste as well as the energy use during manufacture and use. Options that are eco-friendly and sustainable should be investigated.

6.Ethics of Artificial Intelligence and Autonomous Systems: If the technology incorporates either artificial intelligence or autonomous systems, leaders should take these issues into account. How will they decide in difficult moral circumstances? Can they be made to answer for their deeds?

7.Long-Term Consequences: Leaders must think beyond immediate benefits and take into account the technology's long-term societal, economic, and cultural ramifications. This includes assessing potential future unexpected effects that might occur.

Proactive engagement with experts, stakeholders, and impacted parties is necessary to address these ethical challenges. To guarantee that the technology is used in a responsible and ethical manner, leaders should use a multidisciplinary approach, incorporating ethicists, legal experts, technological specialists, and impacted populations.

### TASK 3 – SKILLS REQUIRED TO LEAD A GLOBAL TEAM

A leader is someone who has the capacity to direct, motivate, and influence a varied collection of people from various geographical locations and cultural backgrounds towards a shared objective when leading a global team. This person is in charge of formulating strategic plans, efficiently allocating resources, and promoting a unified, cooperative workplace. A leader is someone who can win the respect and trust of their team members through their ability, honesty, and empathy rather than just someone with authority or a high-ranking position. They must be able to communicate clearly across time zones and languages, grasping the subtleties of other cultures, and changing their leadership style as necessary. Besides, a global leader is a person who can effectively lead in a varied, interconnected society. They are inclusive, flexible, and forward-thinking. They take on global issues with empathy, knowledge, and a dedication to have a beneficial effect on the world.

As they frequently deal with complicated interpersonal interactions and must be able to inspire team members who can be facing different problems and pressures based on their location and local environment, global team leaders must exhibit good emotional intelligence. A leader in a global context should also be forward-thinking, open to innovation, and able to deal with ambiguity and uncertainty. A skilled person who can successfully navigate the challenges of cross-cultural collaboration, provide a clear direction and vision, encourage teamwork and cooperation, and ultimately motivate the team to achieve common goals on a global scale is a leader in the context of leading a global team.

The difference between the leader and global leader is in any successful organization or endeavor depends on strong leadership. The idea of a global leader elevates leadership to a wider and more sophisticated level than traditional leadership, which entails directing a group or team towards a shared objective. In this essay, we will examine the distinctions between a leader and a global leader, focusing on the special qualities and difficulties that distinguish them. The extent of one's impact is a key distinction between a leader and a world leader. A leader often manages teams or projects that are restricted to a particular geographical area, operating within a localized or national framework. On the other hand, a global leader works with teams, stakeholders, and markets that are located all over the world. The global leader must have a wider perspective and an awareness of global dynamics because their sphere of influence spans a variety of cultures, regulatory frameworks, and economic conditions. While effective interpersonal and communication skills are necessary for both leaders and global leaders, but global leaders have the added task of negotiating many cultural contexts. A leader may be knowledgeable about the customs and beliefs of their immediate surroundings, but a global leader must overcome cultural barriers and modify their leadership style to appeal to people from other backgrounds. Building trust, respect, and cooperation among team members from other cultures is reliant on cross-cultural competency.

Moreover, the skills needed to be a global leader are cross-cultural competence, which involves recognizing and accepting cultural variations among people and groups from different countries and backgrounds, is a quality required of global leaders. With the use of this ability, leaders can work together, lead teams with different perspectives, and communicate successfully. They can avoid miscommunications and disputes by being culturally sensitive, which promotes an amicable and inclusive workplace.

Next will be effective communication. In a global setting, communication assumes even greater importance for leaders. Global leaders must be skilled in both verbal and nonverbal communication, as well as a variety of communication channels such as face-to-face meetings, virtual conferences, and written correspondence. Additionally, they must be able to communicate their vision clearly, overcome language hurdles, and actively listen to their multicultural teams' viewpoints. These abilities are crucial for navigating the complexity of a globalised society and inspiring diverse teams to achieve common objectives. They go hand in hand with other leadership traits including empathy, strategic thinking, and ethical decision-making.

By possessing cross-cultural competence, a global leader can build rapport and trust among team members by acknowledging and accepting cultural differences. Team members are more likely to work openly and honestly together when they feel appreciated and understood. A leader with cross-cultural competency may modify their communication style to connect with team members from different cultural backgrounds. By staying clear of jargon, idioms, and references that might not translate effectively, they can ensure effective communication. Conflict resolution is a cultural differences may lead to misunderstandings and disputes. A global leader with cross-cultural proficiency can recognise the underlying cultural challenges and successfully manage conflicts, fostering a productive workplace.

Every successful team relies on effective communication, but in a global setting where team members may be spread across different time zones and speak different languages, communication is even more essential. Align the team's goals with the organization's vision to ensure that everyone on the team is aware of their responsibilities and working towards the same objective. Reduce Miscommunication and linguistic boundaries might cause misunderstandings. A good communicator takes extra care to explain ideas clearly, which lowers the possibility of miscommunication. Boosting team spirit Team members are informed, engaged, and motivated when there is open and regular communication. Team morale and output are improved when members feel a connection to the leader and the organisation.

In conclusion, these abilities are necessary for a global leader to effectively lead their team. Effective communication promotes clear understanding and alignment within the team, while cross-cultural competency supports a peaceful and inclusive work environment. Adaptability also enables the leader to adjust to changes and seize opportunities. With these abilities, a global leader may successfully lead a varied and dynamic global team while attaining shared objectives.

