

Module Assignment Submission

Student Name:	katie lewis
Student Number:	2223210
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Introduction

In this assignment I will be looking at and evaluating different aspects that I feel would affect my ability to successfully lead a global team.

Global teams, which consist of people from different nationalities, cultures, and languages and work in a virtual environment that is distributed globally, are increasingly being used in multinational corporations to organise work. Given the paucity of research on managing multicultural and virtual teams globally, we examine the literature with an emphasis on leadership competencies, styles, strategies, and modalities. In relation to team leaders, we also look at the newly developed notions of biculturalism, global mindset, and cultural intelligence. My goal is to broaden my understanding of managing multinational teams, highlight current trends, and offer ideas for future research. Three themes for global team leadership emerged: harnessing diversity, people-oriented leadership, and leaders as boundary spanners, bridge makers, and blenders.

I will be evaluating three theories that I feel are significant to affect my ability to successfully lead a global team and that I have chosen to talk about are diversity, inclusion and culture.

Section 1

Diversity

The notion of diversity refers to a group of people having a variety of diverse traits. These attributes could include everything that makes us distinctive, including our personality traits and cognitive abilities, as well as the elements that define our identities (such as race, age, gender, religion, sexual orientation, and cultural background).

We can consider diversity in a social context to better comprehend and characterise it. For instance, you might interact with people at work who are of diverse genders, ages, religious beliefs, and so forth. Similar to this,

students may come from various socioeconomic groups, have various personalities, and possess various physical capabilities.

Although colour and gender are the first things that come to mind when we discuss diversity, there are other factors as well. You can consult the breakdown of the many types of diversity for a more in-depth analysis.

We must consider all the many traits that employees may possess in order to define workplace diversity. The protected traits come first, including those related to race, age, gender, and sexual orientation. Additionally, we have all the various:

Experiences, talent skills, opinions and personalities.

Employee abilities are one example of a distinction that is less visible and needs the organisation's work and initiative to shine.

Discrimination in the workplace and diversity go hand in hand. People with particular traits are excluded from organisations due to bias and discriminatory hiring practices, which makes it challenging for them to attain and retain diversity. Because of this, many businesses take action.

Building a diverse firm entails being an equal opportunity employer who does not discriminate against protected characteristics. This will enhance your employer brand, keep workers happy and productive, and it's also the moral thing to do.

Despite the fact that you may be required by law to be impartial in the recruiting and management of staff members, it is not necessary to actively

work to create diverse teams. However, there are some commercial advantages of diversity in the workplace that you should consider.

Eight categories are used to categorise diversity. The "Big 8" refers to eight fundamental characteristics that characterise people as distinct individuals (ASU, 2021). Age, ability, race, ethnicity, gender, sexual orientation, socioeconomic status (class), and religion are the "Big 8" factors. A person's size, weight, educational level, income or wealth, academic or social accomplishments, family structure, geographic or regional background, language, learning style, citizenship status, and convictions (political, moral, or ethical) might result in other types of institutionalised subordination. As a framework for comprehending how "The Big 8" overlap with one another and within systems of power that disadvantage people in the workplace and the larger community, Crenshaw's (1991, 1998) intersectionality has also been used.

Over the past decades, the population in Germany and other Western European countries as well as North America has become more and more diverse. This is increasingly reflected in the workforce of most organizations. Moreover, the percentage of women entering the labor force has risen substantially. Greater diversity is also inevitable due to enhanced mobility, which is driven by both political developments such as the E.U. expansion and less restricted labor markets as well as by economic developments such as the internationalization of business practices and markets. Furthermore, the numbers of immigrants into the E.U. is not only rising but immigration is also deemed necessary against the decline of populations in the coming decades due to low birth rates.¹ Demographic change, increased retirement age, and efforts to shorten the duration of education will lead to a more age-diverse workforce in the future.

I have found this information online from a book called leadership. the effect of diversity on the performance of teams written by Stefan Dirks.

Section 2

Inclusion.

Being included is regarded as a fundamental human right. Inclusion aims to embrace everyone, regardless of colour, gender, disability, or other need. It is about removing obstacles and ensuring that everyone has access to opportunities and is free from prejudice. All facets of public life are impacted.

The culture of inclusion is one in which a diverse group of people may work together to meet the demands of your company or service while also feeling free to be themselves in the workplace. Everyone will feel important and, more importantly, offer value if there is inclusion.

Establishing a relationship with employees and enabling them to be themselves at work are both possible for organisations through the creation of a sense of belonging in the workplace. Employees can therefore develop better bonds with the organisation and become more innovative. By fostering an environment of open communication, you may encourage your staff to take that action as a manager. Use inclusive language that respects and elevates all team members as equal contributors to the professional network. Encouragement of employee-led interest groups, which can promote a diverse workplace and support the company's inclusive culture, is another good action to take.

creating compassionate leaders

An essential component of a productive workplace is empathy, which gives employees a sense of significance.

Workplace inclusion is crucial to developing a culture that supports businesses in achieving their main organisational goals. Here's why it's crucial to have an inclusive workplace:

Enhances job satisfaction and engagement: By enabling leaders to give employees meaningful work, inclusion in the workplace can enhance employees' job happiness. This is frequently made possible by effectively incorporating employee input and recognising each person's unique skills.

Supports worker wellbeing: People are more likely to have a better work-life balance when they feel safe and at ease at work. This occurs as a result of the surroundings that employers establish to sustain inclusiveness.

increases employee retention: Employees are more likely to stick with a company for an extended period of time if they feel appreciated and important at work.

Inclusive leadership is essential in creating a diverse and inclusive workplace. It requires leaders to be intentional about creating a culture where everyone feels welcome and valued, regardless of their differences.

Inclusive leaders actively seek out diverse perspectives, opinions, and experiences, and encourage employees to share their ideas. They create an environment where people feel comfortable expressing their opinions and views, leading to increased engagement and productivity.

According to [Magdalena Rogl, a Diversity and Inclusion Manager](#) at Microsoft, “Inclusive leadership means that every employee is seen, heard, and valued for their unique perspective and contributions. It is essential to create a culture of belonging, where employees feel safe to be themselves and bring their whole selves to work.”

I have found this information from a website called the power of diversity and inclusion in leadership.

Culture is a general term that refers to social behaviour, institutions, and conventions present in human societies as well as the people that make up these groups as well as their knowledge, beliefs, and abilities.[1] Culture is frequently said to have originated in or been influenced by a particular area or place.

The diversity of cultures found in different communities is evidence that humans acquire culture through the learning processes of enculturation and socialisation.

A cultural norm is a set of guidelines for behaviour, dress, language, and demeanour in a scenario that serves as a model for expectations within a social group. It codifies acceptable behaviour in society.

Language, thoughts, convictions, practices, institutions, codes, works of art, rituals, and ceremonies are just a few examples of the aspects that make up culture.

There are a number of ways in which one can express a definition of culture. There is culture as in an expression of how we are as people and as communities, which is perhaps our traditions, our ways of doing things, how we express ourselves, the clothes that we wear and so forth. There's the notion of culture which is perhaps slightly more narrowly defined, which is the artefacts that we produce, which represent our values, our ways of thinking about the world which obviously do include things like ceramics and paintings and music and all of those sorts of things. So for me culture is a way of expressing ourselves as individuals and as communities.

It matters hugely for an obvious reason. I think this is because it is an expression of being a human being. We are creative beings. We need to express our individuality and our being and our humanity and therefore it is very very core to what we are as human beings. I think it also matters because I think it's a way of understanding other people, of bringing people together and recognizing differences as well as similarities and I think that that is enormously important in the world especially at the moment.

if we understand the dynamics of culture, we will be less likely to be puzzled, irritated and anxious when we encounter the unfamiliar and seemingly irrational behaviour of people in organisations, and we will have a deeper understanding not only of why various groups of people or organisations can be so different but also why it is so hard to change them.

even more important if we understand culture better, we understand ourselves better and recognise some of the forces acting within us that define who we are. we will then understand that our personality and character reflect the groups that socialised us and the groups with which we identify and to which we want to belong. culture is not only around us but within us aswell.

i found this information from a book called organizational culture and leadership written by Ed. H Shein.

Section 4

Conclusion

References

culture reference organizational culture and leadership written by Ed. H Shein.

Appendix 1

Appendix 2