

LEVEL 4 ASSESSMENT SPECIFICATION

Assessment 1

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<u>Programme:</u>	BACHELOR OF BUSINESS ADMINISTRATION (HONOURS) IN INTERNATIONAL BUSINESS		
<u>Module:</u>	<u>Contemporary Challenges: Making a Difference</u>		
<u>Module code:</u>	<u>IUBA4000</u>	<u>Contribution to Overall Module Assessment (%):</u>	<u>50%</u>
<u>Lecturer:</u>	<u>Emma Roberts</u>	<u>Internal Verifier:</u>	<u>Vic Saunders</u>
<u>Assignment Title:</u>	<u>Evidence of Learning E-Portfolio</u>	<u>Word count (or equivalent):</u>	<u>2,000 words (maximum)</u>

<u>Submission deadline:</u>	<u>30th July 2024 (23.55/11.55pm British Summer Time BST)</u>	<u>Return date of provisional marks & written feedback:</u>	
<u>Submission method:</u>	<u>All written assessments, where practical and possible, must be submitted via Turnitin unless otherwise instructed by the Lecturer. (Please DO NOT put this assessment specification into Turnitin or it will match many similarities with other students' submissions.)</u> <u>Alternative submission method (if applicable):</u> <u>Late submission of the assessment will result in a late penalty mark:</u> <u>Work which is submitted up to 1 week late will be capped at 40% for the first attempt and will be awarded a mark of 0% for re-assessment. Late submission penalties may be lifted only if there is an approved extenuating circumstances claim.</u> <u>Work submitted more than 1 week late will be considered as a non-submission and will not be marked. The work may be considered as a submission for reassessment if offered by an Examining Board or if there is an approved extenuating circumstances claim.</u>		
<u>Academic honesty / referencing:</u>	<u>Academic honesty is required. In the main body of your submission you must give credit to authors on whose research and ideas your work is based. Append to your submission a reference list that indicates the books, articles, etc. that you have used, cited or quoted in order to complete this assessment.</u>		

Content Page

Items	Pages
Blog post 1: Leading a Global Team	4 - 5
Blog Post 2: – Advantages, Disadvantages and Ethics around Introducing New Technologies	6 - 7
Blog Post 3 – Skills Required to Lead a Global Team	8 - 9
References	10 - 11

Blog Post 1 : Leading a Global Team

Stewardship is a management concept that involves the proper use of resources assigned to a person or placed in their care. It extends beyond corporate social responsibility and encompasses environmental, social, and governance (ESG) responsibilities. It is closely related to corporate social responsibility (CSR), which measures a firm's civic and social responsibility, while responsible stewardship is the organisational DNA that focuses on value generation through responsible stewardship principles.

Leadership science establishes that the practice has a causative link with the ability of organisations to endure. In terms of climate change repercussions organisations are also receiving pressure to minimise their negative effects on the environment and step up to be the planet's caretaker. Sustainable strategies include preserving the environment through the moderate procuring of raw materials, production and managing of the product at the time of destruction. This may involve decisions such as concerning the use of non-renewable sources of energy when it comes to purchase of equipment, and the utilisation as well as embrace of use of water and other resources through concepts such as circular economy.

The author discusses the challenges faced by efficient stock-owning stewards in preventing and minimising climate change effects. These include high initial capital investment in new technologies, current technologies not fully supporting sustainable goals, government policies not enforcing sustainability activities, and disruptions experienced by organisations transitioning to sustainable models. The goal of achieving short-term financial results and strategic company development can be nearly impossible. However, these challenges can be effectively managed by addressing risks, developing sustainable solutions in manufacturing and processing, and fostering better cooperation among industry stakeholders and governments.

Leadership should prioritise employee welfare by creating a safe work environment free from discrimination and job alienation. The concept of sitting as the new smoking highlights health risks from a sedentary lifestyle. To address this, RS should provide adjustable height workstations, quality equipment, and support programs for physical fitness. Good managers should also acknowledge employees' psychological state by offering counselling, flexible working hours, and enrichment and promotional opportunities.

EDI is a prerequisite to best practices in stewardship. Equality, therefore, means that everybody should be treated in an equal way and should not be discriminated against. Cultural diversity refers to people's tolerance and recognition of differences between individuals with regards to their race, ethnicity, nationality, gender, or sex orientation, age, religion, physical ability, and their income levels. This means there is a focus on integration and appropriate consideration of all people as valued and welcome members of the institution.

Companies must embrace a diverse workforce since it's a benefit to organisations in that it enhances creativity, innovation and problem solving. The communication of people with different backgrounds increases the pool of ideas and the quality of decisions made since people from different backgrounds do not think alike. Besides, diversity creates a positive working environment free from discrimination, and thus, it leads to better employee satisfaction, their loyalty, and health.

Diversity in the workplace can be challenging if not managed properly. Prejudice, self-organised stereotyping, and other auto-organised prejudices among team members can lead to issues such as cultural and language barriers and resistance to change. To address these issues, organisations should focus on diversity training, effective communication, and encouraging team feedback. Respecting each other's differences is also crucial. Additionally, implementing professional education and support systems can help bring members with similar characteristics together, fostering a sense of acceptance and acceptance within the company. Overall, addressing these issues is crucial for a successful and inclusive workplace.

Blog Post 2: The Advantages, Disadvantages and Ethics of implementing New Technologies

AI is a branch of computer science that focuses on creating intelligent agents that can reason, learn, and operate independently. AI research has successfully developed techniques for solving various problems, such as game playing and medical diagnostics. Today, AI algorithms are embedded in many daily devices and services, such as smartphones, recommendation systems, and self-driving cars. The rise of AI has significantly impacted our daily lives and its potential to change various spheres of human life. AI researchers have achieved significant accomplishments in developing techniques for addressing various problems, such as game playing and medical diagnosis. As a result, many contemporary devices and services utilize AI algorithms, and with its continuous growth rate, AI technology has the potential to alter many areas of our existence.

Artificial Intelligence (AI) offers numerous benefits, including automation of repetitive tasks, improved customer service, and early detection of diseases in healthcare. AI can also help invent new products and services, driving innovation and economic growth. Drug discovery using AI can save lives and improve consumption satisfaction. AI-based products and services can be customised to users' preferences, leading to increased satisfaction on online platforms like Netflix and Spotify.

AI can also solve pressing human issues, such as optimising traffic flow in cities, reducing congestion and pollution levels. Weather monitoring and prediction systems can be made more robust using AI, ensuring better preparedness for natural disasters. In agriculture, AI can optimise crop yields and water usage, contributing to a more sustainable food supply. Overall, AI offers numerous potential gains in various sectors, including healthcare, entertainment, and environmental conservation..

While AI might be seen to have a lot of positives, it is also associated with some noteworthy challenges and dangers. The issue that gives most concern is job displacement. With tasks handled by people now getting automated, unemployment may rise beyond control leading to economic disruption in the end. Certain groups within the labour market could suffer more than others resulting in greater income disparity (especially if they are hit hardest). Therefore proactive measures should be taken by both government institutions and firms. One way through which governments can help mitigate this risk is through funding training programs to retrain or teach new skills that will be needed in an economy driven by AI. Such assistance may involve providing funds for educational programs in areas like data science, robotics or artificial intelligence for instance, philanthropic organisations as well as state agencies could take part in the development of training programs and curricula to enable workers to fit into that kind of job space. Additionally, companies should re-train their currently employed personnel while giving

them opportunities for career advancement. Furthermore, policies like universal basic income can be put in place by governments so as to cushion employees who have been rendered jobless due to the advent of technology.

Moreover, if the data the AI systems are trained on is biased, they may perpetuate existing biases. Consequently, this leads to discrimination in areas such as hiring and lending. Developers must scrutinise the data used to train AI systems, and identify any biases that may exist as well as mitigate them. In addition, AI systems are often data hungry thus raising concerns of privacy and data security. There is a chance that one's personal information may be misused or get into the wrong hands. Hence, to allay fears of abuse of personal information, robust data security measures should be enforced by organisations to ensure user confidentiality. Lastly, overreliance on artificial intelligence may make societies prone to system failures or cyberattacks. Therefore, it is crucial for all the measures above to be taken so that humans remain in control over these machines at all times in order to avoid the same risk.

Ethics, a set of moral codes that guide human conduct, is crucial when implementing Artificial Intelligence (AI). Leaders must consider ethical aspects such as accessing user data, storing it, and using it responsibly. They should also consider measures to protect sensitive information, identifying and minimising biases in data and algorithms, ensuring fair and just results, and creating transparent AI mechanisms.

Leaders should also consider who is accountable for actions taken by AI systems and how errors and mistakes can be rectified. By paying attention to these ethical concerns, leaders can harness the benefits of AI while reducing its dangers. A strong ethical framework should be developed to guide the evolution and deployment processes of AI technologies. When integrating AI into existing systems, leaders should consider data sources, storage, and usage, as well as strategies to safeguard personal details. They should also identify bias in algorithms and datasets, and find systems that facilitate equal access to justice.

Designing AI architecture transparently allows humans to understand its workings, but understanding this aspect can help users understand their decisions. The ultimate responsibility for decisions made through AI lies with the ultimate responsibility, and if anything goes wrong, how to rectify it. In conclusion, a strong ethical system is necessary to inform the development and deployment processes of AI technologies.

Blog Post 3 : Skills Required to Lead a Global Team

A leader often can be described as a person who leads people to do their best in the interest of their mutual benefit. They have the power to direct or steer a team towards one common goal. A global leader, on the other hand, is a leader that can effectively work in a global diverse environment. The cultural intelligence makes them capable of understanding the different working environments and create efficient cohesive global teams. The only distinct variable of a leader and a global leader is the range of the leader's authority. While a leader works with a particular team or organisation, a global leader works at a much greater capacity and takes into account various cultures and markets as well as time differences.

There are several skills that one has to have to successfully lead a global team. Language is highly valued in the global arena as a major factor in social interaction. Some problems may develop from the differences in language, culture, and time zone differences that people face. A global leader must understand how to communicate well in the business including the use of good English, fluent, and most importantly listen to others. This might include; switching in the type of communicate depending on the individual or group of people and process of task where video conferencing can be used in handling compound problems and instant messaging used in offering brief reports among others.

Cultural sensitivity, or cultural intelligence, is crucial for leaders in multinational enterprises (MNEs) to understand and adapt to different cultural attitudes and business ideals. This helps create concordance in cross-cultural groups. For instance, a manager leading an international team in China may change communication methods to be more formal, focusing on relationships before business considerations. They may also invest more time in ensuring team members are willing to get to know each other. Conversely, a global leader in Germany might emphasise initiative, directness, goal orientation, and time consciousness. By adapting to diverse cultural environments, leaders can enhance team functionality and member abilities, ensuring that they can navigate and pursue changes that enhance the overall success of their teams.

In a global team, emotional intelligence is also of equal importance. It is crucial to build relationships and trust while global leaders who have emotional intelligence can empathise with team members from different backgrounds. This could mean knowing and understanding nonverbal cues that may be different based on culture. For instance, when working with a Japanese team, a leader might be sensitive to the silence during meetings, allowing time for thoughtfulness, while with an American team they could encourage more active participation and open discussions. Furthermore, global leaders utilise emotional intelligence for conflict resolution. In a culturally diverse team, disagreements or misunderstandings may arise from differences in communication styles or expectations. Thus, an emotionally intelligent global

leader can serve as mediator by promoting communication and helping team members identify solutions that take into account every perspective. As such, emotional intelligence creates a safe space for honest expression and diverse viewpoints, ensuring that every member feels appreciated and free to put forward their own individual thoughts and experiences into any task they are addressing together as a group. This creates a sense of belongingness and psychological safety that is vital for innovation as well as high team performance.

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