



Challenges: Making a Difference

NIK NASHA AMEERA BINTI NIK MOHD
SHUKRI (2244737)

Content Page

Task 1 – Summary 1 Leading a Global Team.....	Pg.2
Task 2 – Summary 2 – Advantages, Disadvantages and Ethics around Introducing New Technologies	Pg.4
Task 3 – Summary 3 – Skills Required to Lead a Global Team	Pg. 6
References	

Task 1 – Summary – Leading a Global Team

Responsible stewardship pertains to the diligent and morally upright administration of resources and obligations delegated to individuals, organisations and governments. The process entails embracing a comprehensive and enduring viewpoint that takes into account the interdependence of social, environment, and economic elements. (national research council US, 1995) In contrast to corporate social responsibility (CSR) which predominantly centres on the societal contributions of corporations, responsible stewardship encompasses all organisations engaged in decision-making and resource management.

Research indicates that the practice of responsible stewardship is strongly associated with both sustainability and the mitigation of climate change. Responsible stewards demonstrate a proactive approach in mitigating their environmental footprint, advocating for sustainable practices and allocating resources towards the development and utilisation of renewable energy sources. Existing research suggests that firms that engage in responsible stewardship are more inclined to embrace sustainable policies, including the reduction of carbon emissions and the adoption of circular economy models. These practices have been found to make significant contributions to global climate change mitigation efforts. (Raphael Mathevet, 2018)

Implementing climate action plan poses a multitude of problems for responsible stewards. Progress can be impeded by various factors, including resistance to change, budgetary limitations and the intricate nature of transitioning towards sustainable practices. Furthermore, individuals may be dissuaded from adopting decisive decisions due to political and social constraints. Nevertheless, it is imperative for conscientious stewards to demonstrate persistence and engage in collaborative endeavours with various stakeholders, governmental bodies, and local communities in order to cultivate a unified and concerted approach towards enhancing climate resilience. (james madison university).

Responsible stewards acknowledge the significance of employee well-being and actively advocate for the cultivation of healthy work environments. One notable component involves the recognition and mitigation the unhealthy lifestyle that is prevalent in contemporary workplace environments, sometimes referred to as the “Sitting is the New Smoking” phenomenon. (better health channel , 2022) The implementation of ergonomic office design, the promotion of standing workstations, the provision of on-site exercise facilities, and the organisation of wellness programs have the potential to improve staff productivity and boost overall health. (European Agency for Safety and Health at Work, 2010)

Equality refers to the condition of being equivalent, particularly in terms of social standing, entitlements and access to resources. Equality refers to the principle of providing same resources and opportunities to every individual or collective, irrespective of their specific circumstances. (martinez, 2022) Diversity encompasses the acknowledgement and appreciation of variances among individuals, encompassing facets such as ethnicity, gender, age and background and among others. (diversity and inclusion definitions, 2023) Inclusions refers to the active engagement and empowerment of individuals, wherein the inherent value and respect for all individuals are acknowledge.

One of the advantages of having a team composed of varied members is in the ability to form a group that encompasses a variety of viewpoints, backgrounds, and insights. This diversity can effectively foster the investigation of novel problem-solving approaches. (indeed, n.d.) Other than that, the implementation of diverse teams inside an organisation has the potential to enhance the company's standing and effectively draw in fresh talent to join the team. Moreover, teams composed of individuals from various backgrounds might provide distinct perspectives and viewpoints during their interactions with external clients. This can facilitate staff in gaining a comprehensive understanding of diverse client needs and exerting an influence on consumer's impressions of the organisation. (indeed, n.d.)

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

Within the domain of technical progress, three prominent rivals have significantly transformed our interactions with the digital realm: Artificial Intelligence (AI), Virtual Reality (VR), and Augmented Reality (AR). The term "augmented reality," or "AR," refers to the process of integrating real-time digital information into the environment of the user. Augmented reality (AR) enables users to view and interact with the real-world environment while simultaneously layering manufactured perceptual information over it. This is in contrast to virtual reality (VR), which provides an environment that is entirely fabricated. The incorporation of augmented reality (AR) technology results in an immersive experience that effectively heightens user engagement and enjoyment by combining digital information with the physical environment in a seamless manner. (barhost, 2021) There are a few advantages of adopting this Augmented Reality (AR) in this new globalization. The utilisation of augmented reality (AR) in interactive product visualisation empowers clients to visually perceive products within a real-world setting, enabling them to make informed purchasing decisions. This technology offers notable advantages for sector such as e-commerce, interior design and fashion as it enables clients to engage in virtual product trials. Augmented reality may help you engage with the audiences, transmit messages, and provide unique experiences that will increase customer trust and make your business more memorable (Unlocking the potential of Augmented Reality: benefits, stats, & examples, n.d.). Other than that, Augmented Reality (AR) is becoming more prevalent in the field of education and training as a means to facilitate interactive and hands-on learning experiences. The visualisation of complex topics can facilitate comprehension and improve retention. (J.Wlodkowski)

There are also some disadvantages of adopting the Augmented Reality (AR). Firstly, the implementation of augmented reality technology can incur significant expenses, encompassing expenditures related to hardware acquisition, software development, training and ongoing maintenance. Limited budgets might provide a significant obstacle for smaller enterprises or organisations. (Isa, 2023) In certain industries or contexts, there may exist a deficiency of all-encompassing and pertinent augmented reality content. The utility of technology may be diminished for users in the event that there is a scarcity of apps specifically designed to cater to their individual requirements. (ricciardo palmarini)

Ethics pertains to the philosophical discipline concerned with inquiries into proper and improper conduct, moral precepts and the notions of virtue and vice. The subject matter entails the analysis and comprehension of the fundamental rules that govern human behaviour, aiding people and communities in discerning the ethical and justifiability aspects of diverse circumstances. (Vanclay) Ethical issues extend beyond the confines of legal or societal norms, directing attention towards the fundamental values and principles that influence human conduct and the process of making choices. The incorporation of augmented reality technology inside a leadership position necessitates the examination of several ethical factors that extend beyond the realms of technical and business dimensions. Before implementing augmented reality technology, leaders should carefully evaluate several significant ethical concerns. Augmented reality (AR) frequently entails the gathering and examination of real-world data, encompassing photographs and location details. It is imperative for leaders to prioritise the preservation of user privacy and uphold ethical and secure practises and utilisation of obtained data. Transparent data gathering practises, explicit user permission methods, and rigorous data protection measures are crucial. (Dilip Kumar Rath)

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

A leader can be defined as an individual who assumes the responsibility of guiding, influencing, and inspiring a collective of individuals with the aim of attaining mutual goals, objectives, or a shared vision. Leadership is not exclusively determined by one's formal power or position, but rather by their aptitude to proficiently communicate, make informed decisions, and motivate others to engage in purposeful endeavours. (Morgan) A person is considered to be a global leader if they not only exhibit the characteristics of a leader as described previously, but also engage in activities on a worldwide scale, focusing on resolving difficult issues and capitalising on possibilities that cut through national boundaries and cultural norms. A global leader is someone who is able to successfully negotiate different cultural, economic, social, and political landscapes while effectively leading groups or programmes that have an influence on a global scale. (global integration, n.d.)

The primary distinction between a leader and a global leader resides in the extent of their impact and the environment within which they function. Both jobs, those of a leader and a global leader, share the similar objective of directing and motivating individuals towards shared objectives. However, a global leader assumes extra obligations that transcend the confines of a singular organisation, community, or geographical area. Here is an analysis of the primary differences. First and foremost, the extent of influence. A leader is commonly found in a designated organisation, team, or community. The primary focus of their influence lies in the attainment of goals and objectives that are specific to the aforementioned group. While, a global leader is an individual who operates on a worldwide scale and possesses a level of influence that extends beyond the confines of national or regional boundaries. They collaborate across a wide range of cultures, sectors, and countries in order to tackle global challenges and capitalise on global opportunities. (Horner) In addition, the geographical context. A domestic leader's effect is frequently localised in its surroundings. They concentrate on the particulars requirements and dynamics of their immediate area, which may be a business, a division or a neighbourhood. However, a global leader's effect is seen across numerous nations, cultures and geographical areas. They interact with a wider variety of parties and negotiate complicated global issues. (Adnan UI Haque, 2017)

In order to pursue a trajectory towards achieving success as a global leader, it is imperative to accord utmost importance to the cultivation and enhancement of three fundamental proficiencies: Communication, Inter-Cultural Competence, and Diplomacy. Communication skills play a key role in the success of a global leader. It is imperative for them to effectively communicate their vision, goals, and tactics within a wide range of cultural, linguistic, and contextual settings.

Effective and flexible communication has a crucial role in fostering trust, resolving problems, and coordinating geographically dispersed teams. Active listening, concise expression of ideas, and the ability to adjust communication styles to align with diverse cultural norms are fundamental components of effective communication for a leader operating in a global context. (effective leadership, 2023) Furthermore, Proficiency in intercultural skills is essential for global leaders as they must possess the ability to effectively navigate and bridge cultural differences, while also promoting inclusivity. In order to foster robust relationships and facilitate effective cooperation within varied teams and stakeholders, it is imperative to possess a comprehensive understanding and genuine appreciation for a wide range of cultural viewpoints, norms, and values. Inter-cultural abilities encompass the ability to demonstrate cultural sensitivity, exhibit empathy, and display a genuine openness to acquire knowledge and adjust one's behaviour in accordance with the conventions and practises of diverse cultures. (effective leadership, 2023) Lastly, Skills in diplomacy and negotiation are essential for global leaders who interact with stakeholders such as governments, organisations, and communities across borders. Diplomatic skills assist manage foreign relationships, resolve issues, and find win-win solutions. Negotiation skills help global executives reach agreements that meet their organization's goals while addressing all sides' demands. (effective leadership, 2023)

Effective leadership in a global context necessitates the possession of essential skills such as effective communication, inter-cultural competency, and diplomacy. This is mostly due to the distinctive obstacles that arise from the presence of varied cultural backgrounds, geographical distances, and divergent perspectives within global teams. Effective communication underpins global leadership. Miscommunication between team members in different time zones and languages can cause confusion and lower productivity. (Abuarquob, 2019) Leading a global team requires working with people from different cultures, each with their own beliefs, communication methods, and social standards. Inter-cultural competence helps leaders appreciate multiple perspectives, adapt communication to cultural standards, and prevent accidental offence. Global teams require diplomacy to manage complex relationships. These teams often have international members with diverse priorities. Global leaders must reconcile these competing interests and create team-beneficial solutions. (Abuarquob, 2019).

References

References

- Abuarquob, I. (2019). *Language barriers to effective communication*. Retrieved from <https://www.redalyc.org/journal/279/27962177008/html/>
- Adnan Ul Haque, E. A. (2017). A Comparison of Effectiveness of Global Leaders and Domestic. *Global Journal of Management and Business Research: G*. Retrieved from https://globaljournals.org/GJMBR_Volume17/2-A-Comparison-of-Effectiveness.pdf
- barhost, j. b. (2021). Blending the real world and the virtual world: Exploring the role of flow in augmented reality experiences. Retrieved from <https://www.sciencedirect.com/science/article/abs/pii/S014829632030549X>
- better health channel* . (2022). Retrieved from <https://www.betterhealth.vic.gov.au/health/healthyliving/the-dangers-of-sitting>
- Dilip Kumar Rath, A. K. (n.d.). *Information privacy concern at individual, group, organization and societal level*. Retrieved from <https://www.emerald.com/insight/content/doi/10.1108/XJM-08-2020-0096/full/html>
- diversity and inclusion definitions*. (2023). Retrieved from ferris state university: <https://www.ferris.edu/administration/president/DiversityOffice/Definitions.htm#:~:text=iversity%20is%20the%20range%20of,national%20origin%2C%20and%20political%20beliefs>.
- effective leadership*. (2023). Retrieved from <https://www.michiganstateuniversityonline.com/resources/leadership/essentials-of-effective-leadership/#:~:text=While%20the%20answer%20to%20this,values%2C%20inspiration%2C%20and%20communication>.
- European Agency for Safety and Health at Work*. (2010). Retrieved from Promoting moving and exercise at work to avoid prolonged standing and sitting: <https://oshwiki.osha.europa.eu/en/themes/promoting-moving-and-exercise-work-avoid-prolonged-standing-and-sitting>
- global integration. (n.d.). *global leaders*. Retrieved from <https://www.global-integration.com/glossary/global-leaders/>
- Horner, M. (n.d.). *Leadership theory: past, present and future*. Retrieved from <https://www.emerald.com/insight/content/doi/10.1108/13527599710195402/full/html>
- indeed. (n.d.). *The Benefits of Diverse Teams* . Retrieved from <https://www.indeed.com/career-advice/career-development/diverse-team-benefits>
- Isa, I. (2023). *AR, VR, and immersive technologies: The new mode of learning and the key enablers in enhancing library services*. Retrieved from <http://repository.ifla.org/bitstream/123456789/2684/1/172-isa-en.pdf>
- J.Wlodkowski, R. (n.d.). *Enhancing Adult Motivation to Learn*. Retrieved from https://books.google.com.my/books?hl=en&lr=&id=j_YtDwAAQBAJ&oi=fnd&pg=PA1&dq=Improved+Learning+and+Training:+AR+is+increasingly+being+used+in+education+and+training+to+provide+interactive+and+practical+learning+experiences.+Complex+concepts+can+be+visuali
- james madison university. (n.d.). environmental stewardship and sustainability. Retrieved from <https://www.jmu.edu/stewardship/what-is-environmental-stewardship.shtml#:~:text=%22The%20term%20environmental%20stewardship%20has,or%20purchasing%20more%20sustainable%20products>.
- martinez, h. (2022). *WHAT IS EQUALITY? DEFINITION, EXAMPLES | UNITED WAY NCA*. Retrieved from united way of the national capital area: <https://unitedwaynca.org/blog/what-is-equality/#:~:text=Equality%20is%20the%20state%20of,opportunities%2C%20regardless%20of%20their%20circumstances>.

Morgan, J. (n.d.). What is leadership, and who is a leader? Retrieved from <https://www.chieflearningofficer.com/2020/01/06/what-is-leadership-and-who-is-a-leader/>

national research council US. (1995). responsible stewardship. Retrieved from <https://www.ncbi.nlm.nih.gov/books/NBK232786/>

Raphael Mathevet, F. B. (2018). The concept of stewardship in sustainability science and. Retrieved from <https://hal.science/hal-02100746/document>

ricciardo palmarini, j. a. (n.d.). *A systematic review of augmented reality applications in maintenance*. Retrieved from <https://www.sciencedirect.com/science/article/abs/pii/S0736584517300686>

Unlocking the potential of Augmented Reality: benefits, stats, & examples. (n.d.). Retrieved from engine creative: <https://www.enginecreative.co.uk/blog/unlocking-potential-augmented-reality/>

Vanclay, F. (n.d.). *Principles for ethical research involving humans: ethical professional practice in impact assessment*. Retrieved from <https://www.tandfonline.com/doi/full/10.1080/14615517.2013.850307>