

Module Assignment Submission

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Table of Contents

Introduction	3
Section 1	3
Section 2	10
Section 3	10
Section 4	10
Conclusion.....	11
References	12
Appendix 1	13
Appendix 2	14

Introduction

In this assignment I'll introduce three new beliefs that will affect my ability to lead a multinational team effectively. I'll go over how to identify cognitive bias, how to become a better team leader, how to become more self-aware and how to practise responsible stewardship.

Section 1

Cultural differences:

Cultural differences are distinguishing beliefs, behaviours, languages, expressions and customs that are regarded to be unique to a certain race, ethnicity or nation of origin.

Here are a few instances of cultural differences at work:

- They maybe younger or older than their peers
- Have more education than others at work
- Come from a variety of different backgrounds.

Although it is often considered that employees have more in common than not in common with one another, differences can occasionally overpower and lead to a cultural clash.

In almost every business today you will interact with people from various cultural backgrounds., in the case of national or multinational companies which are widespread in this day and age there is a high probability of working with people from foreign countries.

There can even be cultural barriers between you and some of your clients and customers. Dealing with people from other cultures might be difficult, but it is always a good idea to do some background checks on every one of your co-workers, doing your research can really pay off.

The 'Hofstede's Cultural Dimensions Theory,' [Wikipedia, 2023](#) developed by Geert Hofstede provides a framework for comprehending how cultures vary among countries and how business is done in diverse cultural situations. Alternatively the framework is used to assess cultural traits, distinguish across different national cultures and examine their impact on business.

The Hofstede's cultural dimensions hypothesis was created in 1980 by Dutch management Professor Geert Hofstede. The purpose of the study was to pinpoint the areas in which there are cultural disparities.

Ensure that you are always actively interacting with individuals from diverse cultures rather than insisting that your method is the only one, try to give them a chance. You may be surprised by how they conduct differently than we would.

You might for example prevent others from acting in a way that contradicts your expectations in order to prevent them from appearing to have a different perspective than you. Even if the people you are working with are unwilling to express their questions because they're being polite rather than because they have no interest you should always ask even with familiar co-workers it could be difficult to comprehend their demands. This problem emerges when the individuals you are working with have various cultural viewpoints on particular subjects.

Fortunately, finding out how people respond to your frequent interaction with them just demands that you communicate your desire for everything to run smoothly and your awareness could create an atmosphere. Remind them that you wouldn't be insulted if they proposed a different approach to communication and after expressing your openness to learn, as you will undoubtedly do by interacting with individuals from different cultures, be clear about the objectives of a given arrangement.

Make a few mistakes, although the impact of any debate might be mitigated if you make it a habit to discuss any potential issues, keep in mind that linguistic challenges can make it harder to identify errors.

You'll need to put in more if you want to see any clues from your forecast because non-native English speakers find it difficult to notice even small variations in voice tone that can signal disapproval while speaking with a native English speaker.

SECTION 2: RECOGNISING AND OVERCOMING COGNITIVE BIAS:

We frequently think that our choices in life are grounded in reality and our prior knowledge, we also have a propensity to view our brains as super computers assuming they process data and draw logical conclusions, the truth is a little more sophisticated than that though. While we think we are getting knowledge in an objective manner, the truth is very different. Numerous cognitive biases have the potential to affect how we make decisions fundamentally, cognitive biases are an effort on the part of our brain to be effective and quick in decision making. We may draw incorrect conclusions as a result of these biases which can also lead us to act irrationally.

By using them as mental shortcuts, our brains can process information more quickly. They qualify as an adaptive tool in this situation because they help us arrive at a decision more quickly after making sense of what we are seeing.

These mental evasions improve the way our brains work, but they can also lead to conscious errors in thought since they rely on our opinions, experiences and perceptions rather than actual information. For us to overcome cognitive biases we first need to acknowledge their existence and that we are aware of them.

When this occurs, they are there to alter how we view things so that we can come to informed decisions and conclusions. You can also think about a decision you have made in the past and research the information given to you. Everyone has cognitive biases, but we may limit the damage they bring to our judgement by taking rapid action. As a result, we will be able to increase our knowledge and exercise better judgement. We will also be able to better our abilities and experiences and by doing so, we will be able to engage with people more effectively.

SECTION 3 POWER OF RAISING SELF AWARENESS:

Greater perspective, healthier relationships and more impact are just a few examples of the benefits of self-awareness, which are as individual as each person. Learn what self-awareness is and how to build it.

Being self-aware is being able to focus on how your actions, beliefs or emotions compare to your own standards. You can evaluate yourself objectively, control your emotions, link your actions to your ideas and feelings, and have more influence, a broader perspective and stronger connections thanks to high levels of self-awareness.

The ability to pay attention to oneself and the extent to which one acts, attitudes and feelings compared with one's own stand is the definition of self-awareness.

People who are very self-aware are able to evaluate themselves objectively, manage their emotions, link their moral convictions to their actions and properly judge how others view them.

Self-awareness requires that you look at yourself from your own perspective and from other's views. It's crucial to cultivate a conscientious mindset to avoid falling prey to ignorance and hubris.

People who are made aware of their own thoughts and actions are better able to avoid developing undesirable habits of their own, such as engaging in arguments, paying attention to others or attempting to impose their opinions on others.

Although the delicate process of mentoring necessitates the use of many diverse abilities including mindfulness, self-reflection and cognitive science techniques, it is imperative that everyone leave meetings with a positive outlook.

To maintain the argument's balance, we also include the following, self-awareness is the process of becoming aware of one's numerous parts of identity, playing games to increase self-awareness while working in teams.

The following advice can help you become more self-aware and self-imaginative. Imagine yourself as the finest possible version of yourself, ideal selves reflect our goals, objectives, desired talents, skills, successes and accomplishments.

Ask question's regarding the "What" as being able to reflect on oneself is crucial for self-awareness. On the other hand the Eurich Group thinks that most people approach reflection in the wrong way. The issue is that we are posing the wrong queries to ourselves.

We ponder 'Why' while we try to resolve internal conflict. However, since we do not have access to our unconscious mind there is no way to respond to this question instead we invent answers that might not be true.

IMPROVE YOUR COGNITIVE ABILITIES:

The first part of the human brain to develop was amygdala, also referred to as primitive brain. It functioned like a radar alerting the need to either run away or fight back. That area of the brain excels in recognise a negative emotion our stomachs tighten, our hearts beat faster and our neck muscles tense.

The physical response you experience serves as a tripwire to alert your prefrontal cortex to recognise or name a bad feeling, being adept at this rewires your brain. If you bring awareness to your bodily state you may detect the feeling as it arises.

It's critical to express your emotions before making choices we are more likely to make poor decisions with unforeseen consequences when we let our emotions rule. By putting words to your emotions, we may assess the situation from a "third person's" perspective and with greater objectivity.

Let's use an illustration to show this, you a self-aware person, are speaking and getting negative feedback, your heart starts to race and you start to feel frightened, you tell yourself "I feel attacked by this person", however before reacting, for instance crying or losing control, you should stop and give the other person a chance to speak. If you do you might realise that they have at least one solid point and start a fresh, naturally, joyful and fruitful conversation. These are a few diverse methods for improving self-control.

SECTION 4: STEWARDSHIP WHILE LEADING A GLOBAL TEAM

Stewardship is the careful distribution of power and management of resources to produce long term value for clients and beneficiaries and sustainable benefits for the economy, environment and society. It also supports public health businesses that prioritise stewardships, they may find that their bottom-line benefits from this decision. These justifiable societal demands can be met through stewardship which also addresses the expanding complexity of stewardship systems. People who can focus on the long term and are driven by their own internal incentives are much more likely to take on the role of steward than those who are simply driven by rewards from the outside world.

Organisations that are managed to meet performance standards without losing possible future earnings, additionally these companies continue to have connections and skills that are the foundation of their potential ability to add value.

Their standard for success is the extent to which there is a net positive influence on future generations economic, social, and environmental challenges.

CONCLUSION:

I got to the conclusion that I will keep the advice offered in mind for my own job on effective and ineffective leadership philosophies for international teams.

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Section 2

Section 3

Section 4

Conclusion

References

Appendix 1

Appendix 2