



Contemporary Challenges: Making a Difference

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Content Page

Task 1 – Leading a Global Team.....	2
Task 2 – The Advantages, Disadvantages and Ethics of implementing New Technologies	4
Task 3 – Skills Required to Lead a Global Team	6
References	8

Task 1 – Leading a Global Team

The attentive and responsible administration of assets, resources, or duties given to someone's care is referred to as responsible stewardship. Making educated judgments to guarantee longevity, well-being, sustainability, and good results of such resources or obligations is required. This idea is frequently used in environmental, cost-effective; social, and leadership situations. Given that CSR is primarily concerned with a company's attempts to reduce its negative influence on the public and our planet, responsible stewardship takes a broader view.

Responsible stewardship is also consistent with the United Nations' definition of sustainable development. This principle stresses good stewardship's dedication to preserving assets for the benefit of future generations as well as present.

Responsible stewardship entails a greater comprehension of a company's leaders' duties toward environmentally friendly endeavours. This means acknowledging the importance of considering social, environmental, and ethical factors in the making of decisions. This consciousness indicates a deeper dedication to the future of society and resource sustainability. Organizational leaders, in the words of Bansal and Roth (2000), have a critical role in establishing a company's approach to sustainability and are essential facilitators of sustainable practices. Executives that are devoted to environmental responsibility, said Bansal and Roth (2000), display ethical behaviour by incorporating social and environmental issues into their fundamental company activities. The incorporation is an example of responsible stewardship since it continually searches for methods to minimize damage and maximize good benefits to the planet and community.

Organisational leaders that prioritise sustainability, according to Chatterji, Levine, and Toffel (2009), aid in climate change prevention through implementing practises that decrease the release of greenhouse gases, minimize waste material, and save resources. Their activities are consistent alongside the ideals of responsible stewardship because they are dedicated to protecting the planet's sustainability for next generations.

Many elements can have an influence on one's capacity of being a responsible steward. These issues can develop in a variety of circumstances, spanning the surrounding economic, social, and management circumstances. These problems include resources constraints, resistance to change, lack of awareness, and lastly lack of education or training.

Responsible leaders ought to emphasise their employees' well-being by creating a friendly and diverse atmosphere at work that values inclusion, diversity, and equality. Inclusion defines as the process of building an atmosphere that embraces, acknowledges, and enthusiastically incorporates all persons, despite their differences. An inclusive atmosphere develops an emotion of belonging by making everyone feel appreciated and empowered to share their thoughts and opinions (Thomas & Ely, 1996). Next up, the existence of an extensive variety of distinctive traits and personalities among a group, organisation, or society is referred to as diversity. Gender, age, racial or ethnic colour, cultural background, gender identity, handicap, and other factors can all contribute to these inequalities (Cox & Blake, 1991). Lastly, equality means the requirement of receiving treatment with equal respect, in which persons have equal benefits, possibilities, as well as access to assets regardless of race, sex, age, or economic status. It focuses on eliminating gaps and creating an atmosphere in which all have

an equal opportunity of success (National Human Rights Commission, n.d.). Some initiatives that can be implemented are ensure fair compensation, create inclusive policies, promote diverse leadership and encourage employee resource groups.

Having a diverse team have many benefits such as expanded market insights, better problem-solving and decision-making skills as well as improved performance and innovation. However, there are certain disadvantages as well such as communication barriers, tension and conflict, unfair treatment such as stereotyping and biasness as well as retention challenges.

To conclude it, stewardship leaders have the responsibility in sustainability while management an organization's resources. Some major issues that is associated with their role are ethical considerations and global perspective. Moral values that influence decision-making and behaviour are referred to as ethical considerations. Leaders in stewardship must manage challenging issues while maintaining honesty. This entails making decisions which help their organisation while also avoiding damage to stakeholders and the planet. The global perspective in stewardship leadership is acknowledging the interconnectivity of acts and contemplating their global repercussions. Adopting a global perspective enables stewardship leaders to make educated choices that are consistent with the principles of sustainable development while benefiting to the world.

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

The imitation of an individual's intellect in machines is referred to as AI, or Artificial Intelligence. It entails developing computers or software that are capable of replicating intellectual abilities related to human intelligence, including understanding, solving problems, deductive thinking, and making choices. The goal of artificial intelligence is to create algorithms that can accomplish activities that would typically require human intellect, such as comprehending natural language, recognizing trends, developing estimates, and responding to new environments. AI represents the outcome of a constant progression of concepts, methods, and innovations rather than one particular breakthrough or event.

AI, with its numerous benefits, is a driving force in the modernization of sectors. The computerization of repetitive work has transformed operations by handing routine jobs to AI systems, freeing up labour for focusing on creative and strategic projects. Simultaneously, AI's ability to analyse data has catapulted organisations into the age of discoveries. AI's ability to rapidly scan massive datasets reveals hidden patterns and connections, providing individuals with complete and reliable information. Furthermore, AI's participation in decision-making has ushered in a paradigm change in which human intuition coexists alongside AI-derived insights. This collaboration results in well-informed decisions across disciplines, spanning medical diagnostics to financial forecasting, while minimising biases and mistakes and boosting adaptation and creativity.

In the current changing world, the adoption of technology, notably artificial intelligence (AI), raises a number of challenges. One big problem is the possible loss of jobs as a result of digitalization. Specific employment functions could get outdated as processes become computerised and AI systems take over mundane activities, raising concerns about labour displacement and economic injustice. Furthermore, AI algorithms' effectiveness is not perfect; inefficiencies might lead to unfair judgements with severe repercussions. Unfairness in training information or defective algorithms can sustain prejudice, emphasising the crucial importance of rigorous testing, openness, and constant surveillance. Concerns about privacy and secrecy loom big in addition. The use of AI necessitates the sharing of massive volumes of sensitive data, which creates weaknesses hackers may misuse, exposing personal information.

Based on the Merriam-Webster online dictionary, ethics is defined as the field of philosophy concerned with ideals pertaining to the behaviour of humans, namely both the right and wrong of particular behaviours, as well as the positive and negative aspects of the reasons and purposes of such activities. Ethical issues that one should think of before implementing AI are the transparency of the AI, the bias and fairness as well as the privacy and data protection should also be considered. For the reason of their "black-box" character, numerous AI systems, particularly complicated algorithms for machine learning, may be challenging to grasp. That absence of transparency poses questions regarding accountability, as AI judgments might be difficult to articulate to stakeholders. Leaders must guarantee that algorithms are accessible and explain their conclusions, especially in key fields such as medical and economics. AI frequently need a link to massive amounts of information, notably sensitive and personal data. Leaders must prioritise the safety and confidentiality of data, guaranteeing suitable safeguards

are in effect in order to safeguard the personal data of people. They have to deal with concerns about unauthorized data usage or disclosure. Leaders can guarantee that AI adoption is in the most beneficial option for people, the community, and the organisations they lead by considering these ethical concerns.

Artificial intelligence (AI) has the capacity to change several industries. Its primary benefits stem from its capacity for automating routine tasks, improving analysis of data, and enabling better decision-making. Nevertheless, AI implementation is fraught with difficulties. Elimination of jobs owing to digitization, inefficiencies in artificial intelligence (AI) algorithms which result in unjust decisions and worries regarding information security and confidentiality are all drawbacks. Leaders must assure justice, openness, and transparency in AI systems based on ethical values. It is critical for accountable artificial intelligence deployment that corresponds with moral principles and social values to strike an appropriate equilibrium between AI's advantages and possible threats, but simultaneously dealing with concerns including bias prevention, data protection, and ongoing consequences for society.

Task 3 – Skills Required to Lead a Global Team

A leader is someone who leads, motivates, and encourages a team of individuals toward a shared purpose or aim. Leading entails the capacity to uplift and motivate people, to make choices, to offer path, along with promote cooperation among a group or organisation. Leadership may appear in a variety of areas, such as business, government, sports, and societal movements. According to Northhouse (2019), leadership is a manner through which one person inspires a group to work together to accomplish a shared goal.

A global leader is someone who demonstrates competence as a leader on a worldwide scale, skilfully negotiating and engaging across various backgrounds, marketplaces, and situations. Global leaders can comprehend and adjust to numerous cultural complexities, handle complicated global difficulties, and achieve good global transformation. Jokinen and Brewster (2008), defined global leadership as "the ability of someone to affect, inspire, and allow individuals to add to the efficacy and achievement of the organisations of which they are individuals, where their environment is international, characterised by cultural variation, and which requires reliant collaborating.

The key contrast between a leader and a global leader is the breadth and depth of their impact. A person with global authority stretches their authority beyond international boundaries, negotiating various societies, marketplaces, and difficulties, whereas a leader normally acts within a single organisational or local setting. Global leaders must also have adaptation to different cultures, an international mentality, and the capacity to deal with the intricacies of a global context. In their book, Mendenhall and Osland (2008), highlights that a global leader directs beyond diversity and distance and extending pass typical leadership notions.

Two primary skills that global leaders need to lead smoothly are diplomacy and emotional intelligence. Diplomacy is the respectful and deliberate conduct of talks, conversations, and encounters among people, organisations, or governments in order to handle issues, establish contracts, and accomplish mutual objectives. Diplomacy is navigating complicated circumstances while maintaining positive connections through effective discussion, bargaining, and social abilities. Diplomacy is an essential talent for a global leader owing to the broad and nuanced complexity of global contacts. Global leaders need to communicate with people from varied cultures, traverse divergent viewpoints, and confront worldwide difficulties that necessitate joint solutions. Diplomacy assists world leaders in bridging gaps, finding common ground, and promoting harmonious and advantageous results (Kissinger, 1994).

Next up, the capacity to recognise, analyse, control, and successfully employ how one feels as well as those of others is referred to as emotional intelligence (EI). It entails a collection of abilities that allow people to negotiate social situations, form lasting connections, and make appropriate judgements according to both intellectual and emotive impulses. As a result of the various and multicultural characteristics of their relationships, emotional intelligence is essential for a global leader. Global executives frequently collaborate with groups and interests from many different backgrounds, needing sensitivity to differing psychological signals, ways of interacting, and norms of society. Global leaders with strong emotional intelligence can traverse cultural differences, develop confidence and efficiently handle connections on an

international basis. In the book *Emotional Intelligence 2.0*, the writers emphasise the importance of emotional intelligence in leaders' ability to form strong connections, interact efficiently, and negotiate complicated relationship dynamics. They show how global leaders with strong emotional intelligence are more capable to deal with the problems of cross-cultural leadership (Bradberry & Greaves, 2009).

Ultimately, the position of a global leader requires a wide range of talents and capabilities that go beyond typical leadership abilities. Although both leaders and global leaders have the capacity of managing, inspiring, and leading groups, the global leader must manage nuanced intercultural interactions with delicacy and tact. A global leader requires outstanding diplomatic and emotional intelligence skills, as well as a great knowledge of cultural subtleties. This comprehension improves the capacity for handling complicated adjustments, develop positive connections, and successfully lead international teams. Global leaders who develop these talents will cross cultural boundaries, make drastic shifts, and react to the ever-changing needs of our linked world.

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