

Cultural

by D Denys

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CROSS-CULTURAL COMMUNICATION COMPETENCE MODEL

The Cross-Cultural Communication Competence Model generally comprises four dimensions. One is **team effectiveness** which is a skill to help members comprehend each other and their roles as part of the team. Second is cultural empathy. This skill enables members to understand their colleagues' individual cultures and how they communicate and embrace each other's social norms. **Third are interpersonal skills** whereby members of a team get to understand differences in communicating and interacting with people from different cultural origins. **Lastly, cultural uncertainty.** It is the unpredictability of the outcome and conditions of an event when done by a member from a different cultural background. My team members have to appreciate the diversity in working styles by acknowledging the differences in working culture among the other team members (Luquis & Perez 2014).

Appreciating their differences will enhance flexibility in resolving issues and appreciating **member's** idea. However, communication could still be a challenge. Since they come from different backgrounds, information could be lost in translation rendering the message irrelevant. My team member should probably undergo brief language training for a common language, say English at least to learn the basics. They should also seek clarity during communication to avoid capturing the wrong message. They will also undergo training about **the** four dimensions. This will help them to avoid stereotyping and embrace everyone's culture in the line of work. Despite them being from different countries, their political backgrounds will not affect my management approaches (Sidell & Smileey 2013). We all have to abide by **the** Southern Sudan's code of ethics for foreign organizations. Therefore, their political differences are not quite a matter of concern.

CROSS-CULTURAL COMMUNICATION COMPETENCE MODEL

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