

Module 10 Critical Thinking.doc

by Haifa Al Atiki

Submission date: 25-Nov-2017 03:07 AM (UTC-0700)

Submission ID: 884862642

File name: 151160445560640032-1-Module_10_Critical_Thinking.doc (33.5K)

Word count: 1136

Character count: 6597

THE DIVERSE WORKPLACE AND LEADERSHIP

Haifa Fahad AlAtiki

Leadership Development: MGT-560

Colorado State University – Global Campus

Dr. Cindy Atchley

25 November 2017

Introduction

⁵ Culture is defined to be a set of values, practices, traditions or beliefs group share whether due to age race or ethnicity, religion or gender. Cultural diversity ¹ is the quality of diverse or different cultures as opposed to monoculture. It ¹ is also used to mean the variety of human societies or cultures in a specific region or the world as a whole. ¹ Diversity also refers to different types of thinking, worldviews, and ways to look at a problem and find solutions, skill set, education, geographic upbringing, religion and so on. Cultural diversity in workplace context allows for exploration of a ¹ range of potential cultures and subcultures in which ¹ individuals embrace. These subcultures can influence an individual's worldview, and this is a great deal to the organization (Diversity resources, 2015). Diversity in a workplace brings innovation, fresh perspectives and creative problem solving to the workplace.

Differences between Culture and Diversity

There are several cultural and diverse differences that we come across or go through in our daily work routine. Many of our ¹ misunderstandings at work daily are nothing more than clear examples of cultural differences in the workplace. These differences as stated earlier are due to ethnic background, upbringing and even the school's people attended. For instance, there are people who due to culture or the way of life, consider not to give suggestions and keep ideas to themselves while others are outspoken and suggest almost everything in the discussion topics (Mariela, 2017). If workers don't understand this, you might find problems among employees who are outspoken and the ones who are ever silent.

Another cultural difference is a difference between the beliefs of to share or not to share. In some cultures, there are believes that someone should not share things like utensils, clothes and

even some personal stories and experiences. These people consider those people who ask too many questions to be offensive. There are other people according to their upbringing they believe in sharing almost everything about themselves. These people may seem nagging as they ask too many questions and borrow a lot. Such people if you don't ask them questions and discuss personal issues with them ¹ they tend to feel isolated and disengaged (Mariela, 2017). ¹³ If workers learn about such differences, they are at a great advantage of creating a more humanized workplace.

Another issue of problem and differences in culture issues to do with recognition. ¹³ Humility is a basic value for many cultures, and this means self-promotion is not particularly appreciated. ¹ Some people are taught to work hard and keep their heads down they will be recognized for their hard work. Some others believe ¹ that people who do not speak about their achievements are often ¹ passed over for promotion (Diversity resources, 2015). However, there is a lot of need to balance the need to remain humble with cultural differences in the workplace and the demand that you talk about your achievements if you want forward movements in your career.

¹⁰ Religion is another integral part of the culture. It is also an issue in the workplace. For example, different religious groups celebrate different holidays. ¹¹ Christians commemorate the birth of Jesus in December, Jewish people celebrate Hanukah, Muslims celebrate Eid al-Adha, and other cultures have their holidays. ¹⁴ Different cultures also attend worship services on different days of the week (Mariela, 2017). ¹¹ These issues sometimes bring problems in the workplace. However, if reasonable accommodations are made these ought to bring no problems.

Handling of Cultural or Diversity Differences

Among these problems experienced in the workplace, there are some things that I would not base my views on. For instance, I respect everyone's opinion, and I would encourage them to speak whenever they are presenting ideas. Ideas come from the mind of people, and no matter how minor a person may look they may be having a great idea. I also believe in the value of the virtue of sharing. Since according to our bringing we are taught that everything one owns is given. This has taught us to share everything with anybody. Another key point of importance is humility. Workers ought to be humble for proper relations with fellow workers (Janet, 2001). They should respect each other's ideas and values so as build a conducive working experience.

Managers or executives with intercultural management skills are in increasing demand among employers. For example, if such problems among my fellow workers the manager was well skilled and had ways to deal with these conflicts. He would come up with ³ intercultural training programs which provided resources and a best practice plan to examine intercultural issues in work. The manager would also come up with adaptable work schedules for all the workers to accommodate people of all cultures (Janet, 2001). This highly helped to prevent issues with worship and religious matters.

Leadership Style that can be used in managing the differences

These problems can be easily solved and mitigated among the workers. The manager should engage in professional certificate programs which boost confidence and professional acumen. ⁶ Managing cultural diversity in the work place and developing cultural competence needs a focus on the following areas: Awareness, Securing intellectual management skills and Attitude.

Creating cultural awareness among the workers helps them to understand each other's reactions to different people. It helps ⁶ to see people as individuals and focusing on behavior rather than preconceived and biased notions.

Securing intercultural communication skills, ³ exploring problem-solving with leaders, practicing proven intercultural awareness strategies and garnishing the support are important bonuses ⁴ of enrolling in a certificate in intercultural management. Attitude enables people to examine their values and beliefs about cultural differences and understand their origins (Janet, 2001). ⁴ It is important to focus on facts rather than judgments.

Conclusion

¹² The global marketplace is ever changing. Skilled managers with proper training exude help to set the tone for excellent employee relations and workplace relations and workplace profitability. Keeping your current with skills as a leader of an organization helps to show your employees that you are motivated to boost your company and also ² underscores your importance as a team leader. It drives the momentum of the organization forward. As a forward-thinking corporation, you should make ¹ diversity and inclusion one of the top strategic priorities. If you ¹ wish to remain leaders in the increasingly multicultural marketplace, you should know that ¹ it's not doing what is right but taking a smart course of action.

References

- ⁹ Mariela, D. (2017). *What Is Cultural Diversity & How to Make It Work! Red shoe movement*. Retrieved from <https://redshoemovement.com/what-is-cultural-diversity-meaning/>
- ⁷ Janet M. C. (2001). *Issues in The Workplace Because Of Difference of Culture*. Hearst newspapers, LLC. Retrieved from smallbusiness.chron.com/issues-workplace-because-difference-culture-2952.html
- ⁸ Diversity resources. (2015). *Managing Cultural Diversity In The Workplace*. Part 2. Retrieved from www.diversityresources.com/managing-cultural-diversity-in-workplace/

Module 10 Critical Thinking.doc

ORIGINALITY REPORT

40%

SIMILARITY INDEX

24%

INTERNET SOURCES

0%

PUBLICATIONS

31%

STUDENT PAPERS

PRIMARY SOURCES

1	redshoemovement.com Internet Source	14%
2	Submitted to Colorado State University, Global Campus Student Paper	5%
3	Submitted to North West University Student Paper	2%
4	Submitted to London Empire Academy Student Paper	2%
5	Submitted to Dowling College Student Paper	2%
6	www.diversityresources.com Internet Source	2%
7	Submitted to Laureate Higher Education Group Student Paper	2%
8	Submitted to St. Petersburg College Student Paper	2%
9	Submitted to University of Sunderland	

10

Submitted to London School of Science & Technology

Student Paper

2%

11

Submitted to De Montfort University

Student Paper

1%

12

Submitted to Sullivan University

Student Paper

1%

13

Submitted to Le Cordon Bleu Australia

Student Paper

1%

14

Submitted to Swinburne University of Technology

Student Paper

1%

Exclude quotes Off

Exclude matches Off

Exclude bibliography Off