Leading Culturally Diverse Teams

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Some of the integral tasks of the human resource department of an organization include motivating the individuals working in the organization, increasing their competency, their skills, knowledge, and providing them job satisfaction (De Pablos & Lytras, 2008). However, it can become difficult for the management of the organization to do this in the modern business age. This is because of several factors and some of the most influential factors include the phenomenon of globalization, the diversity present in the modern work places and the difficulties that arise from cross-cultural communication barriers (Lewars, 2014).

Due to the present day phenomenon of globalization and the integration of economies there are several aspects that need to be catered in the teams that work in the organization. This is because the teams may include people from several diverse backgrounds. Therefore, it can become difficult to lead teams consisting of people from different countries, races, ethnicities, and skills sets. However, it is very important for organizations to lead culturally diverse groups and teams effectively to achieve the desired results and outcomes (Gerush, 2014). This becomes even more important when the companies target the global market, as they have to communicate, coordinate, and market their goods and services all across the world.

Several culturally diverse individuals that work in an organization are highly competent, skilled, and talented. Most of them also have great willingness to learn and display a high level of commitment and loyalty to their work and to their employer (Lewars, 2014). The role of the leaders of these culturally diverse teams is to encourage each and every member of the team to give their input and provide them an inclusive work environment. It is also important that the leadership of these teams promotes respect among the employees and makes sure that there is no discrimination or anything of that sort within the team or in the work place (Gerush, 2014).

However, several other important measures must be taken, which include a deep understanding on the part of the organization and the workers both in order to make sure a healthy working relationship is achieved in the long term.

The major challenge is the difference in culture. There are one hundred and ninety two countries in the world, and each country has a distinct culture and set of beliefs even from their closest neighbors (Lewars, 2014). The difference in culture and communication are the things that create the barriers and challenges that a culturally diverse team may face. However, through an open flow of communication through the organization and an inclusive environment in the workplace, the leaders of these teams can overcome these barriers and challenges (Gerush, 2014).

The difference in culture is such a big challenge because the cultural factors explain the factors that motivate the employees and what they perceive as valuable to them. If the team members do not share the same motivational factors and values, it can become difficult to motivate them as a leader (Lewars, 2014). This is the reason that the leaders play a very influential role in determining, how, a culturally diverse team may perform.

The main challenges of the leadership and management of a culturally diverse team is the formation of an effective communication throughout the team and creation of synergy (Gerush, 2014). However, these challenges and barriers can be overcome by the leaders and managers through the use of effective human resource practices including motivation and personnel management.

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