

# Importance of understanding cultural, ethnic and gender differences by managers a...

[Sociology](#)



Let's be lefties for a day! Most people are right-handed. Most operations are streamlined to fit the right-handed people. In this regard, the right-handed perform their chores with minimal effort due to the extent of normalcy that they enjoy. However, there are left-handed people in our midst, commonly known as 'lefties'. These people have to adapt and fit in day-to-day operations just like their right-handed friends. This study focuses on the needs and issues faced by 'lefties' in trying to normalize their operations. The study specifically addresses the need to appreciate cultural differences and diversity at the workplace. A leader is dynamic, and such leadership qualities are exhibited in a leader's quest to address and meet work place differences, promote a conducive working environment as well as address the needs faced by all the employees. Diversity in the work place brings about positive change, social interactions and dynamic business operations. In order to uphold these values and ensure progress, business managers have to embrace positive diversity strategies to ensure that the work place is a conducive work place for all. This is particularly vital for employees who are challenged, marginalized or vulnerable in the work place. This relates to differences in gender, culture, background, race, ethnicity, religion, political affiliations, beliefs and attitude. It is therefore necessary to equip managers with skills aimed at relating on how to manage this diversity. (Myrtle, 2007)

The 'Lefties' Experiments These experiments expose the right-handed people to the life of 'lefties'. It also aims at interpreting how these people have managed to fit in a right-handed lifestyle with so much dexterity that they are unnoticeable. In achieving this, a right-handed person should pick a drawing pencil and instead of using a pencil sharpener to sharpen the pencil

as well as taking precaution not to injure you, try to sharpen the pencil using a razor blade. Repeat the same exercise using a pencil sharpener. Similarly, in school, most desks are designed to accommodate the right handed people. One comes across a left handed user desk only by chance, if so, we rarely realize that such desks are designed for the left handed people. I once had to attend one of my class sessions using a left handed desk. It was difficult for me to concentrate in class as the desk was designed to face my left hand, or so in the opposite direction. My stationery kept falling due to the lack of ease in handling the desk. Likewise, pick up a piece of cotton cloth, draw a line on the piece of cloth, using your left hand, and use a pair of scissors to cut along the drawn line. Similarly, the experiments should be exercised by left handed people using their right hand. From the three experiments conducted using the left hand by right handed people, each of the three operations proved difficult. The experiment entailing sharpening a pencil using the left hand was almost unimaginable. One was apprehensive of injuring themselves. The case was similar for left handed people. Tasks performed by both categories were quite an uphill activity. This then leads us to the question; how do the left handed people make it through a right handed society? What we can all agree on is that the left handed people live through by exercising more effort, more caution, more criticism and intolerance in order to make it through a society mainstreamed for the right handed people. However, such diversity has not obstructed the left handed people from pursuing their dreams and vision in life. During school, most of us can attest and acknowledge the brilliance of the lefties who most at times have beaten us in exams and emerged top of class. Similarly, some of the

greatest movers and shavers over time immemorial have been left handed people. The United States has had about nine left handed presidents. President Barrack Obama, Former President George W Bush and his predecessor Bill Clinton are all left handed. The art master, Leonardo Di Vinci was also left handed. Other studies show that over time immemorial, most notable geniuses were left handed. In this vein, left handed people, managers and professionals need to set up structures to make the work place conducive for such employees. At the same time, the work place should be such that these employees are able to fully explore their potential with much and contribute strategically in the work place. Conclusion In conclusion, managers and professional should focus on appreciating diversity in the work place. Strategic change in the work place only comes in when diversity is appreciated and engaged in contributing towards positive growth. Employers need to develop a culture among employees that aims at appreciating the beauty in diversity and also discovering how such diversity is channeled towards achieving set goals and objectives. It is worth noting that a successful leader is one who leads by example. References Myrtle, P. B. (2007). Diversity in Organizations 2nd Edition: United States of America: Library of Congress. [www.international.cengage.com](http://www.international.cengage.com)