

# [I would be able to aid their developing](https://assignbuster.com/i-would-be-able-to-aid-their-developing/)

I currently work for ashipping company called Nonstop Delivery (NSD) which is a transportationlogistics provider in the U. S. handling services such as direct-to-home and businessdelivery services.

We are often compares to United Postal Service or Fedexbut we handle pick up or delivery services of heavier freight such asfurniture, house appliances, etc. Communicating through different culturesisn’t an issue at the moment because we currently only service the UnitedStates. It would be favorable for expansion and growth for our company to dobusiness with our neighbor, Mexico. Globalization is the integration of economies around theworld through the process of obtaining goods, services or capital. Thebenefit of globalization is that it represents free trade that promotes globaleconomic growth.

(Collins, 2015). Expanding our services to Mexico would be agreat benefit not only on our end but their end as well because it would createmore jobs and we would be able to aid their developing country economicallywhether it be foreign capital or technology. The benefit NSD would incur by expandingbusiness in Mexico would be increased revenue. There will be more clients tohandle services for, there may be lower costs for doing business in Mexico andby hiring not only U. S workers, the company is open to bringing in new ideasand concepts to improve the business. The United States and Mexico’s business culture variesgreatly. The U.

S is a low-context culture that views work as the center oftheir lives. Emotions in the workplace are considered unprofessional and are alwayscontrolled, and “ people are dependent on verbal communication and less onthe nonverbal cues to convey meaning.” (IOR Global Services, n. d). On thecontrary, Mexico is a high-context culture and their business culture focuseson religious traditions, hierarchy, and most importantly family.

Based onTrompenaar’s Model, “ Mexico is a highly emotional culture that openly expressestheir emotions in business settings and it an acceptable behavior.” (ColoradoTechnical University CTU, 2018). Communication wise, Mexicans are notstraight forward like Americans. They imply and suggest what is meant, communicating is reading between the lines.  Based on Mexico and the United States’ business culture Ibelieve that the most effective management orientation style would be ageocentric approach. Our company would adopt the strategy of recruitingthe most suitable persons for the positions based on skill and never based onnationalities. “ Companies that are truly global in nature adopt this approachsince it utilizes a globally integrated business strategy.

” (What is HumanResource, n. d). This strategy will allow the use of each manager’sexpertise for the accomplishment of NSD’s objective as a whole. Also, witha geocentric approach, employees will most likely not have a problem withhaving a sense of unfair treatment.  I would anticipate barriers to communication between theUnites States and Mexico’s business culture and one good example would bemisunderstandings in superior/subordinate relationships.

Because it will be ageocentric management approach, there will surely be Mexican higher upsassigned. As boss, he or she would want to feel highly respected with as muchprivacy and power as possible. U. S bosses have those three aspects as well butthe American culture is more casual.

“ Americans use first-names which denotesbeing liked and helps build trust; Americans are uncomfortable with hierarchyand class system, they share information freely and bosses often have an” open-door policy.” (IOR Global Services, n. d ).

The way to overcomecommunication barriers include educating the entire staff of the cultures theyare exposed to in the business through training, simulations, or even directinteraction with the opposite country.