

1. introduction

Literature, Russian Literature



1. Introduction Along with the cultural diversity inherent in a multi-cultural environment it comes with confusion about how to behave. People don't always know how to interact with others from different ethnic and racial backgrounds. In fact, people don't even know whether their behavior should be different. In this assignment it is whereby networkings is to be explained, clarified and analyze the importance of networking, not forgetting to outline how networking skills can be improved in order to implement strategies to solve problems. While the concept of a networking in multi-cultural organization has been well-documented, what takes the model to a new level today are the capabilities enabled by social media applications and intelligent networks. At its core, the Dynamic Networked Organization is the collaborative model for business transformation. These assignments also outline advantages of networking skills and how to create opportunities for networking in a multi-cultural organization.

2. Dynamics of networking and importance of networking in a multi-cultural environment

3. 1 What is networking? According to Manhattan (2008; p16) Networking is the use of contacts to acquire information, advice, and referrals for the job hunt. Contacts can range from your closest friends to professionals you have met before. It is always easiest to start networking with the people to whom you are closest: friends, family, neighbors, present and former co-workers/employers, faculty, classmates, and anyone else with whom you have frequent contact Networking provides the most productive, most proficient and most enduring tactic to build relationships. To succeed you must continually connect with new people, cultivate emerging relationships and leverage your network

3. 2 Networking dynamics are critical We are

constantly bombarded with advertisements, emails, status updates, special offers, and sales pitches creating a cluttered message. Personal relationships enable you and your organization to stand out, rise above the noise and remain top of mind. Networking dynamics is about making connections and building enduring, mutually beneficial relationships. SBN operates as a catalyst to ensure you meet the "right" people to include in your network and expand your sphere of influence. Taken from the webpage www.library.ucsc.edu/ref/howto/network./review.html

3. 3 Clarification of network dynamics

According to my perspective throughout the networking cause organizations and independent organizations work together, despite their differences and competition with each other for resources, toward creating civil society. This is assessment of the network dynamics of a system of cooperative competitors in multicultural environment. This is framed from the theoretical perspectives of resource dependency, cooperation competition, and structural holes with results that describe the roles of various organizations in the development of civil society. Network relationships are described among society organizations from their initial participation in the business world transformation to a democratic nation.

3. 4 Reasons why networking is important

According to Garrard, (2007) importance of network social review. Many people already heard other people say: networking is important. And then the person for instance explains how it helps in sales. But if you are not responsible for any sales results for your company you probably won't listen. So here is a list of reasons why networking is important. These are the main reasons that we got from the thousands of participants of our networking and referral training

courses and presentations. According to Aveyard (2007, p33). Doing a relationship in network and social care

3. 5. 1 Sales related

- a) Maintaining relationship with current customers.
- b) Meeting new prospects.
- c) Getting referrals to new prequalified prospects.
- d) Referrals to other departments at current customers.
- e) Word of mouth publicity.
- f) Creating ambassadors who will tell about you and connect you with the right prospects.

3. 5. 2 Not-sales related

- a) Finding a new job.
- b) Finding a new employee or colleague.
- c) Getting to know the right people who can help you with your career.
- d) Attracting the right organizations to form partnerships with.
- e) Notifications when there are important changes (for example when legislation changes)
- f) Up-to-date information for work-related topics.
- g) Knowing about new trends.
- h) Receiving more visibility as a person or an organization.
- i) Attracting more opportunities.
- j) Getting new ideas, new insights and new wisdom.
- k) Getting another perspective.
- l) Door openings to people you won't be able to reach on your own.
- m) Enrichment in every possible way.
- n) Doing things with more fun.
- o) Developing as a person.
- p) Developing as an organization.
- q) Attracting the right mentors.
- r) Having a filter for the massive amounts of information on the Internet and elsewhere.
- s) Receiving more invitations to events as a participant, speaker or co-host.
- t) Security net when something happens.

3. How networking skills can be improved

According to Andy taken from webpage [www. utoronto. ca/writting/net, litrev. html](http://www.utoronto.ca/writting/net, litrev. html), As we all know that networking it's the key to success in the business world. Why else would social networking sites like Twitter and FACEBOOK flourish? And yet, despite its necessity to our continual success, most of us are afraid of networking. The word conjures up images of smarmy door-to-door salesmen and industry

" mixers" where everyone knows everyone else is able to network with others. If a person is shy, the very thought of networking can send them running away from other people. But even shy people can learn the skills necessary to build and expand their industry network. According to Cooper. (2010; p16). Synthesizing network skills: Nowadays, networking comes in two forms: face-to-face, at industry events, conferences, or even on the bus, and online through forums, blogs and social networking sites. Both online and face-to-face interactions employ the same tactics: you need to find some people who you want to network with and wow them with your charming personality. It's easier than it sounds. Here are a few tips to help people improve their networking skills:

4. 5 Don't think of it as " Networking" Part of the fear-factor surrounding networking is the word " networking" itself. Instead of trying to " network", why don't you go out to make a new friend? Why don't you think of the upcoming industry event or a question on Twitter as an opportunity to help someone? When you solve someone's problem or point him or her toward a useful resource, all in a friendly manner, you're networking. That's all there is to it. Networking isn't scary. It's just making friends and helping people.
4. 6 Set Yourself Mini-Challenges At the beginning of a networking event or an online discussion, give yourself a mini-challenge. Say to yourself " By the time I leave tonight, two people will have asked me for my business card", or " Before dessert is served, I will have got one person to open up about their web design problems. " Make sure your challenge is quite small, so it can be completed in an evening, but still a bit of a challenge for you. Try to push the boundaries of your comfort zone. This way, you'll reach out to people you might normally avoid. If you attend an

event with a friend or colleague, perhaps you could give each other a mini-challenge. Adding this competitive aspect can give you added courage to talk to people.

4. 7 Prepare Identify potential contacts meaning people with power in your niche whose ideals and personality fit yours. You don't always have to aim straight for the top players — everyone will be trying to court their favor. Look for young innovators, those with truly original ideas and fresh perspectives. If you can find the people who will become the new industry leaders, and give them something of value, they'll remember you. As well as researching the people you want to meet, research the event itself. You'll feel more comfortable and confident if you can prepare. Will refreshments be served, or should you eat beforehand? What will the dress code be? Is it appropriate to bring your portfolio or Blackberry along?

4. 8 Approach Smaller Groups When attending a networking event, staring at a room full of potential contacts and not knowing where to start can be a frightening experience. You might be tempted to join the largest, most lively group. Instead, look for smaller groups of three-four people — you stand a better chance of engaging in real, honest conversation and forging lasting relationships. This works in online networking as well. If you see a discussion on Twitter or LinkedIn with only a few participants, your voice will be more easily heard than in a situation where twenty or more people are adding their comments.

4. 9 Listen more than you talk Here's the real trick to meeting people, and one shy people can utilize most effectively: most people want to talk. They've got a problem (or several), and they're all too happy to unload that problem onto whoever seems the most receptive. Often, people don't want to be told they're wrong, or have a discussion about their

problem. Often, they just want someone to listen. So be a listener. 4. 10

Practice your "elevator" pitch An "elevator" pitch is so-named because it's the pitch that's so quick you can tell someone on an elevator ride and they'll be hooked before the doors open. Remember, you're not trying to sell something. You're trying to connect with people and forge new business relationships. Your elevator pitch needs to reflect who you are, what you're about, and what you can do to help. 4. 11 Follow Up At the event, ask for the business cards or contact details of your new contacts. The next week, follow up with a quick email or phone call. You have to keep the relationship alive; otherwise, you haven't really networked at all. If you discussed a particular topic, perhaps you could do a little further research and send them an interesting article or point out a new blog on the subject. Follow up online discussions with a note on their social networking page or a private email. Let the person know you're interested in exchanging ideas on the topic, and offer them some interesting points for discussion. 4. 12 Be Relaxed, Polite and Interesting Relax! Networking isn't that difficult. If you're a genuine, interesting and honest person, eventually, others will see that too. Whether you're at an event or online, remember your manners. Don't interrupt someone when they're talking. Wait for a lull in the conversation before making your point. If you're quite shy, it can take a bit of practice to learn the best times to speak up. Always refute points, not people. Phrase your arguments in a polite and friendly way. You don't have to agree with someone all the time just because you want to network with them. Most people enjoy engaging with colleagues who challenge their thinking, as long as they do it in a pleasant way. Remember, the key to networking is giving.

Give information, give advice, give your services, and give your personality, and you'll be well on your way to forging genuine, lasting business 4. 13

Avoid controversial subjects | Let's talk turkey...politics, religion, and personal values are off limits in public. If you find yourself gobbled up in a conversation that appears to be going the direction of conflicting viewpoints (which may lead to ruffled feathers), tactfully introduce a different topic or make a neutral or even witty statement to avert tensions. Keeping conversations on the lighter side can go a long way toward consistently getting along with others. | 3. 10 Respect diversity | Organizations today employ a wide variety of people from varying cultures and experience levels which encourages innovation and creativity. An efficient workforce is one secret to profitability. Businesses lose money yearly through unconscious and subtle ways by assuming that diversity has no significant business impact. Diversity is the key element in producing high performance since people make things happen, not structure or process. Bottom line — diversity and people are synonymous. Do your part to be inclusive and respectful of all differences and lead the way by encouraging others to do the same. | 3. 11 Avoid the office politicking game | Okay. We all know the type: in most offices there is at least one person that stirs the pot by complaining, gossiping, or whining. They just want attention, right? Yes it's true, sometimes the squeaky wheel gets the grease, but that is not the best way to attract supervisory attention. The best tip here is to avoid the obvious; that person who enjoys bringing you into the discussion is a potential threat to your reputation simply by association. Encourage them to take their problem to someone who can really do something about the

situation other than just listen (like you). | 3. 12 Guard your reputation | Don't get caught with your hand in the cookie jar, figuratively speaking. When getting along with coworkers is a priority, you will have to watch your back and protect yourself from others' negative impressions. Do your job the best way possible. Don't take questionable shortcuts. Avoid involvement in potentially explosive situations, such as romantic entanglements at your worksite or illicit activities using company property or equipment. | 4. Applying for a new position: 5. 14 Advert details Taken from webpage www.jobspace/neotel.co.za/hrm/admin.jobs.html Recruiter: | Kelly - Vaal | Updated on: | 2013-05-02 15: 52: 07 | AA/EE: | Not Applicable | Contract | Permanent | Location: | Sedibeng District | Available: | ASAP | Category: | Human Resources | Offer: | R7600-9100 basic plus benefits |

----- Human resource administration vacancy
Responsibilities * Administer the performance management system * Enter data into the HR system so that accurate records are maintained * Provide data for and prepare management information reports * Liaise with payroll * Process medical aid / fund entries and withdrawals * Process death and disability claim documents * Capture disciplinary records into SAP * Administer the recording of absence * Administer the recording of vacation leave * Maintain the personnel filing system and safeguard the files and documentation * Manage the leaver administration process * Provide support in investigations for disciplinary and grievance procedures * Assist the HR Practitioner with the development and maintenance of human resources policies and procedures * Distribute / disseminate policies and convey related communication * Administer / study loan and bursary documentation

Key requirements: KNOWLEDGE & COMPETENCE * Diploma in Human Resources Management * Knowledge of HR principles and practices as well as Employment and Labour Legislation * Valid code EB drivers license * Minimum of 2 years experience in a similar environment * Highly Computer literate with relevant SAP experience essential * Good verbal & written communication skills, with well-developed interpersonal skills * Deadline driven with the ability to prioritize * Good organizational and problem solving skills * Attention to detail & tolerant of pressure * Ability to think logically

5.15 Networking with the people in the work place According to Hart (2009; p57). Doing a network in the business world Since networking is the #1 job search strategy, it is a good idea to develop a plan to contact family, friends, previous teachers, coworkers and employers, lectures, as well as casual acquaintances I have come in contact with. The plan can begin by initially contacting those people you know well. Giving them an update on what you're doing and plans for the future, will provide them with the information they need to assist in the present or future job. My goal is to touch base with these people and enlist their help. I am not going contact them for the purpose of getting this job but creating a mutual relationship with them. I am going to ask these contacts if I can send them my resume for any recommendations they might have and immediately after the calling or networking with them, I will make sure to forward my resume with a friendly note attached. If I don't hear back from them, I will call them in three weeks and ask them if they have any suggestions for my resume and thank them for their time and consideration and any help they can offer. After connecting with all of my close contacts, then it will be time to make

connections with casual acquaintances and people I have met through mutual friends. I may contact these people via phone, email, or letter and my communication will be a bit more formal than those I conducted with family or close friends. The process is the same as that outlined above and it's an opportunity to establish some new relationships to assist me in my search. The process does get easier with time and networking is my skills that offers great rewards and have a major impact on my career. Craswell. (2005; p12). Writing for academic dynamics of network success. These are the following ways that I am going to use when networking and in getting in contact with the people in the work place as I am well skilled in them. I. Understand Company Policy, Best Practices and Culture If my office hosts an internal social network or digital collaboration space, I will make sure to understand what types of interactions are considered valuable (helping a coworker, for example), and I will always stay away from violations of my company policy (like harassment). I will ensure that I understand not only the written policy, but also the company culture as each company has its own stated and unspoken rules of conduct. II. Company Communities Evolve Best Practices and Policies As of most companies Policy and culture aren't static, they grow and develop organically, through a community-wide effort. I will look to the community to foster an open, caring community together. It's not something I can control alone but the entire community must set the standards for what is or isn't acceptable. III. Mixing Personal and Professional When communicating over my company's digital channels, my focus will be on getting my work done and helping my colleagues to get their work done. On the other hand, mixing a bit of my own " flavor" will always be a good

thing as people want to connect with other. IV. Public vs. Private Spaces I will take less time to understand the boundary between public and private spaces. But having a clear goal will help me select the right medium and audience. I will share something brilliant that can help others in general, or starting a discussion that will specifically benefit my company. V. Be Mindful in Private A quick word of caution just because my post to a private space or sending a note to someone's inbox doesn't mean it won't find its way into the hands of someone else later. If I trash someone in an email, there's always a chance that this person may see it whether accidentally or on purpose. It's always best to protect my reputation by abstaining whenever possible. VI. The press Test Before writing anything to anyone publicly or privately I will make sure that I wouldn't mind if it will appear on the front a page of the news press. VII. Becoming an Expert For myself to become an expert in the field, I will need to contribute to the conversation. When someone asks a question that i can answer I will go for it proactively and I will share things that are interesting and ask thought-provoking questions, and by maximizing my exposure by allowing others to find me. When posting to a public space, anyone can see my message, but there's always a chance that the right people won't. To maximize my visibility, I will post to the right groups and use the right taxonomy, such as hash tags, topics. VIII. Respect Privacy Just because someone has told me something in another channel, doesn't give me the license to repost it automatically, unless it was posted in a public space like Twitter, which is index able by Google. If you'd like to repost something, I will make sure that the original author has approved it. IX. Remembering the Golden Rule The more things change, the more they

stay the same. I will treat my colleagues the way I would prefer to be treated at work. If I have a problem with an employee I wouldn't go to his boss directly without addressing the problem with the employee first. I'd never write something out of anger, spite or personal vendetta. Basically, I will never overstep boundaries.

5. 16 Creating opportunities for networking in my current situation

Keeping good records of who I meet and the conversations I had is much important but there's no point building a network of contacts that I then forget. I also aim to stay in regular touch even when I am not after anything specific. Networking events and conferences are good ways to build a network if am not sure where to start. I make sure that I know why I am there for and what I want out of it and I'll make sure that I have a few copies of my resumes or some business cards to hand out to the important contacts I meet. I wouldn't wait until I've lost my job before picking up the phone to speak to people in my industry — even if I know am happy in my role that am playing in my current situation and that the company is in a stable position, there's never any certainty as to what could be around the corner.

Conclusion I am happy to conclude that through the networking ability organizations members are able to get in contact with each other and build a mutual relationship within the members in multi-cultural environment. This in most part with networking dynamics it's important for the individual and the whole society of the organization. These assignments regarding networking in a multi-cultural environment help me to develop my networking skills and abilities. This assignment exactly elaborates on what networking is all about and acts as a guide on developing a networking plan, and all information expressed in this assignment has been referenced in

accordance with all the source of information used to complete it. Reference

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