

# International management competencies

[Business](#), [Management](#)



### International Management Competencies Task: Steps to Take as a Manager

From the article, I am capable of deriving useful skills as a manager in order to work in the position efficiently. The point that cuts across in the article is that having an understanding of other people cultures has proved to be highly beneficial to businesses when given a keener scrutiny by the management. As a manager, I should ensure that my staff appreciate and put up with cultural diversity that exists in the market. It is also worth noting from the article that making use of the current technology helps in determining people's culture and motivation. For this reason, embracing Internet technology to gain information about the market composition may work positively for my organisation. Through this knowledge, it is easier for me as a manager to understand the manner of reaction of all customers to diverse ideas prevailing in the market.

Following globalisation of businesses, it is advisable for me as a manager to ensure that all the accounting and book keeping methods follow the international standards. Burton (2012) argues that anybody in any part of the world who may be interested in knowing about the organisations financial status may have easy time interpreting the financial implications on the records. This would create an international business climate which would come along with numerous advantages in my position as a manager according to the explanations in the subsequent sections.

#### Culture and country

The article elaborates about culture and business ethics having direct relations which can be viewed in different dimensions. There are issues such as law, religion and other means of relation which define the culture of a

given business community. This relates to cross-cultural ideas which bring about change in the market culture and norms. This may vary from country to country depending on the dominant values in the field of business within that country. As a manager, it is crucial for me to determine the cultures and practice of various countries so as to make sound decision in every involvement with any country. On the same note, I realize that development of better communication and diversity within a country would mean that more tolerance would be exhibited compared to pure composition in a society.

#### Biased instruments

Burton (2012), in his research, supports that the best way to go as a manager is to ensure that all the instruments used in cultural impact determination are non bias. In determining all the dimensions, I must consider that functional role remains constant across all countries. When I am developing a design for a given country, the use of the product must be well defined. The perception on the product is also an important factor to consider. This would help me determine the need for a particular product and the manner of advertisement that would be fit for it. In order to determine this, I must send representatives on the ground to ascertain the reality in the market. This would include the country's legal implications on the products to be marketed as reflected in the article.

#### Subject suitability

From the article it is evident that ethical decision making process would include justification and proper choice of subjects. As a result, my task as a manager is that all professionals should be well trained so that they may be

well versed with issues to do in the organisation. Besides, all the employees hired for a given job must be highly qualified to ensure efficiency in all operations. This would also take center stage on decision making as far as morality concerned. I would influence this by culture prevailing right from training to the workplace. Management must consider the cultural background of the employees before hiring.

The article is systematically informative to me as a manager and I have learned that having a multicultural understanding is a critical value. The appreciation of cultural diversity comes handy in designing products for diverse cultural set ups. Most countries with an amalgamation of cultures may be more tolerant to other products from diverse grounds. Every country has a general perception on products in different perspectives. From these findings, it becomes appropriate for me as a manager to appreciate the cultural diversities and its effect on the market for products. The governmental role in regulating products or reinforcing the consumers' culture must also be put into consideration before making decisions.

#### References

Burton, F., 2012. Discussion of a Cross-Cultural Study of the Influence of Country of Origin, Justice, Power Distance, and Gender on Ethical Decision Making. *Journal of International Accounting Research*, 11 (1), pp. 35-44.