

Team development module 2 - slp

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Team Development Module 2 – SLP Organizations are facing challenges due to global competition and divergent needs of the due to increasing globalization (Findley, 2008). Therefore, they should hire workers from diversified and multicultural groups in order to cope with the increasing demand and competence at the workplace. Diversity could be based on age nationality, gender or culture (Friedman, 2012). On the other hand, multicultural teamwork refers to hiring of workers from different civilizations or nationalities (Shipman, 2007). Having workers from diversified background in a health organization will help to build trust among the workers and the clients. This will result to increase in organization's competence on a global perspective.

Workers from varied background have different talents and skills which adds value to the organization. In a health set up, diversity may improve the healthcare offered to the patients (Friedman, 2012). This is because, patients feel psychologically contented to share their experiences with people from different cultures (Shipman, 2007). In most hospital organizations, patients come from different diversified groups. For example elderly patients may not be able to disclose their problems to young employees because of the age difference (Findley, 2008). Also, in some cases, some patients may be unwilling to share their experiences with employees from opposite sex. Therefore, it is essential for the healthcare organizations to hire diversified workers who will take care of the needs of diversified clients.

Diversity in healthcare organization brings together employees with different experiences and skills. Therefore, the workers are able to share their knowledge and encounters (Findley, 2008). This is essential for the healthcare organization because there is no time they will run short of

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expertise. The manager of the healthcare organization should always ensure a balance between different groups as a way of creating harmony and success in the organization (Shipman, 2007).

Multicultural teamwork in a health organization refers to a situation where the organization has hired workers from different ethnic background (Friedman, 2012). People from different civilization have varied attitudes to work and use different approaches to solve issues in an organization. They have divergent preferences and values which affect the overall performance of the organization. In the modern society, healthcare organizations are experiencing cross-cultural challenges because they receive clients from different civilizations (Shipman, 2007). Therefore, they should build a multicultural workforce to help them handle global challenges in a broader perspective. This will make them competitive globally since they can be able to handle any issue within the organization.

Healthcare organizations make their profits from the services they offer to their clients (Shipman, 2007). Since they handle clients from different backgrounds, it therefore vital for the organizations to ensure they have employees from diversified groups. This is essential because it improves interrelationship between the workers and the clients (Findley, 2008).

Diversified teamwork will result to better services to their clients and will improve relationships between them. When employees from different cultural background interact they are able to build trust with each other and with the clients (Friedman, 2012). This will strengthen the organization's performance by improving its competence.

In conclusion, we can say that healthcare organizations should build their workforce from both diverse and multicultural groups. This will improve

organizations performance due to the efficiency in information dissemination and trust among the workers and the clients. This will also result to efficiency in delivery of service due to diverse expertise and knowledge. The workers will be able to interact and share knowledge together hence promoting continuity of an organization.

References

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