Diversity leadership - no african-americans here

Diversity Leadership - No African-Americans Here

Question 1

Organizational culture is mainly the experiences, beliefs, values and attitudes of an organization. It is also referred to as corporate culture (Schein, 1999). The four factors listed above are the main cultural structures in an organization. Culture refers to the shared values that an organization or group has. Experience is the knowledge or skill gained through involvement in an event (Schein, 2004). Experience, within the organizational set up, is the skill or knowledge that workers gain while conducting their daily activities. Belief, on the other hand, is the psychological state in which people hold a premise or proposition to be true. Beliefs, with regards to an organization, are the plans based on the values that will see the organization attain its visions. Attitudes, in an organization, are the positive and negative thoughts of business proceedings that people have (Thomas, 1991). Finally, values are the issues that organizations put first when forming a basis of their ethical actions.

Question 2

Culture can be defined as a pattern of shared assumptions that an organization learns as it deals with its daily issues of internal integration and external adaptation, which has worked well enough to be perceived as valid. Therefore, culture refers to the correct way of thinking, perceiving and feeling with regards to organizational issues (Hofmann & Nelson, 2001). Climate, on the other hand, is the long-lasting quality of the overall organizational environment. This is in proportion to the experience by the workers, influence of their behavior, as well as the attributes of the organization (Johnson, 2009). In addition, climate can be referred to as the

phenomenological, but external factors that take place around an organization for instance the way social environment is experienced by members of the organization.

Question 3

Cultural competence is at the center of managing diversity within an organization (Dreachslin, 1996). Whereas a few individuals appear to be born with cultural competence, a great number of people have had to put consideration attempt into developing cultural competence. As perceived by many scholars, cultural diversity could have stern effects on an organization if not tackled correctly. However, the best results of an organization could be achieved if its workers portray cultural diversity. This is because cultural competence can motivate staff members or prevent them from being dissatisfied with the organization's policies (Evans, 2003). Cultural competence attracts prospective workers, and this is beneficial to the organization. It also helps organizations maintain the current staff that they have. On the negative side, lack of cultural competence and diversity would likely demotivate workers in the organization. It would also bring about dissatisfaction and, hence, people would become less inclined to working in an organization with cultural competence. It is, therefore, vital to maintain cultural competence, particularly in an organization that incorporates diverse cultures (Perry, 2002).

Question 4

The significance and number of ethical challenges facing organizations is unprecedented (Evans, 2002). Rising expectation, patient quality and safety improvement issues, mergers and consolidations and health care reforms have put healthcare organizations under immense pressure. This creates

intensifying ethical conflicts and concerns (Griffith, Alexander & Foster, 2006). Therefore, it is vital for health organizations, for instance the American College of Healthcare Executives, to maintain ethical policy statements that would assist health centers deal with these issues.

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