

Reflection paper

Education



Reflection Paper Insert Semester Developing cultural clusters entails the fragmentation of the world into various regions that embrace similar cultures. The fact that most countries borrow cultural practices from their immediate neighbors is the biggest contributor to the cultural clusters. As a leader, managing a group made up of individuals from different cultural clusters may be challenging since different clusters prefer different styles of leadership. To illustrate the impact of culture on leadership, this paper will compare and contrast the Germanic Europe with the southern Asia cultural clusters. Germanic Europe embraces low humane orientation, is result oriented, focuses on the future and likes planning. This cluster as well advocates for competition and aggressiveness. On the contrary, the southern Asia cluster embraces strong family links, high humane orientation, and deep concern for the feelings of other people. Clearly, these two clusters are extremely different.

Leading a group with individuals from these regions may come with quite a number of obstacles. Communicating could be quite difficult since the people from these regions prefer different leadership styles. This means that a style that could be effective in governing the southern Asians could not be effective in managing and directing the Germanic Europeans. People from different cultures view ideas differently since their respective cultures affect their perceptions about life. For instance, it is clear to see that the Germanic Europeans are not risk takers. They follow set procedures and cannot easily deviate. As a way of preparing to prepare to handle these challenges, I would adopt the team-oriented leadership. Through this approach, I can learn the weaknesses and strengths of each member and trying to do away with petty faults in a bid to build a strong team. As a diversity conscious leader, I would

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leverage my strengths by acting as a coordinator, a competent team builder, a fore-planner and a win-win conflict resolver in a bid to build strong links. The process of Appreciative inquiry (Ai) was captivating and enlightening to me. The fact that the idea is concerned with generating innovative ideas makes the experience extremely informative. This is among the most reliable techniques of achieving change in the organization. Changes for the better and continuous improvement are among the most prominent ideas in the contemporary business world. The Ai process boosts creativity and equips one with up-to-date information and knowledge. The most challenging part of the process was the part of identifying the section or aspect that required to be developed. This part was identified as challenging since the average organization is a complex system with interrelated functions out of which identifying a fault is difficult.

The most remarkable part of the group discussion was the part that entailed contributing of ideas and brainstorming for proposals. This part was intriguing since the group members came up with fascinating proposals. The brainstorming session was particularly motivating as it was open to ideas of any kind. Additionally, the session was quite educative and informative. I did not find it difficult to stay on the positive side of change. Perhaps this is because I understand that change is inevitable, and that change for the better is the only way through which an organization can gain market share and competitive advantage. As an individual, I am receptive to change and new ideas. Staying on the negative side of change amounts to gross ignorance since any organization that does not embrace change is doomed to distinction.