

Diversity in their institutions. with it comes

[Business](#)



Diversity in the workforce of an organization is worth understanding in any presented case. It has become an important aspect in both private and public sectors. Through globalization, it has found its importance in the smooth flow of labor and the demand for human rights for the minority groups. Increased mobility and coexistence of many people from different walks of life has forced organizations to contain diversity in their institutions. With it comes many different ways of improvements and advancements in the company. Means of Critical Analysis used in this CaseManagers came together to understand how they could manage diverse teams and how the teams could transition smoothly to different locations.

One method that they used was data collection: especially secondary data. This is mainly collected through the use of already existing data that explain how things work or run (Pringle, J, 2006). This is important in knowledge of the number of particular groups, helping managers on how to lead and manage them in a more effective way.

The managers also did a data analysis to help them realize the relationships between the diverse groups and how to bring them to common ground on work performance. Benefits of Diversity in the TeamAs the company is a service provider, communication to people from different walks of life is enhanced through the team and its richness in diversity. Diversity improves their innovation and creativity through more globalization: moving to Hong Kong and Spain. Language can be a barrier in the growth of a company; but with a diversified workforce, enlarging the market into Hong Kong and Spain becomes easier to manage.

Also, with representatives from Spain and Hong Kong, the firm finds itself more reputable in the respected regions. In the diverse set up, the employee's performance increases due to a strong sense of belonging. This means that the employee feels privileged.

Improvement of employee's performance means improvement of the company's performance as well. Interacting with different people in the same team and sharing different ideas might spark innovations sparked among the team with the same team contributing response on the ideas.

Benefits of Diversity in Workplace Cohesiveness Diversity can benefit in creating a better working place in Hong Kong and Spain in many ways.

Employees get the chance to grow and learn, improving their own growth. In a new environment all employees are exposed to different cultures, perspectives and new ideas. This can be a positive way of seeing the world and people in a different way than one might have thought of before.

Communication in the workplace is also improved. With time and dedication, the office can be able to get along and find each other even on different pages.

The customers too can benefit from such a diverse team since representation of different groups is made among them. These different groups might be of the same origin as the customers. Integration in the office is a gradual process that happens by itself. But through the growth of employees via shared ideas and innovations, with time this too becomes something shared in the set up with ease and comfort. The office has people of different descent working together. They all bring their own experiences to

the table. Sharing and using these as means and sources of inspiration can increase a company's productivity.

If used to motivate the employees to share more of what they have been through even in terms of work, this then brings the workers closer in sharing, correcting and implementing of ideas. Constructive conflicts or criticism also play a major role in uniting the workforce to meet and coexist in the same page.