



REMOVE YOUR BLINDERS

8 INSIGHTS FOR EFFECTIVE MULTICULTURAL MANAGEMENT



Globalbizleader
PROFESSIONALS ENGAGING A GLOBAL WORLD

I help managers learn how to work with people who think, believe, or behave differently from them.

Globalbizleader™ provides online courses, cross-cultural assessment, and leadership coaching for professionals like you who work with cultural diversity – no matter where you are in the world.

INTRODUCTION

Did you know that having cultural diversity on your team invites innovation? It's the creative perspectives and differences in how people think and behave that bring a fresh approach to problem solving. In order to tap into employees' perspectives, managers need to examine their own frame of reference regarding how they view the world. Those who are able to understand themselves and broaden their perspectives will build more effective work teams and create inclusive work environments regardless of cultural differences.

Culture is more than just holidays, food, and music. At its core, culture incorporates beliefs, values, attitudes, and rules for living (norms) that are interwoven into the fabric of a society's existence. The collective history, the rituals, and the heroes create a perspective that people unconsciously embrace. Unfortunately, without acknowledging the value of different perspectives and behaviors, managers can be puzzled by not knowing what to do to create that necessary synergy among their employees.

Our societies are complex, charged, and challenging when it comes to differences. The domestic work environment around the world becomes more diverse, yet inequalities, prejudice, and barriers still exist. In the past, we were not supposed to "see" difference because that meant singling out people. However, times have changed, and now we must acknowledge our differences – to learn about each other and gain insights into what motivates us and makes us tick – if we are to work together harmoniously.

In the global arena, and especially due to the coronavirus pandemic, we are seeing just how interconnected we are regarding our economies, our communities, our travel, and our sense of being global citizens in these volatile times. Seeing difference does not mean pointing out someone's ethnicity, race, gender, or disability – it means being aware that we live in multicultural societies that demand our attention to seek awareness and understanding of the differences that bring beauty and creativity to our workplace and our communities.





As a manager, you bring essential knowledge and experience to your teams. With guided learning provided by Globalbizleader™ you will advance in your knowledge by:

- ☑ Gaining new insights into how to manage across differences
- ☑ Learning new skills to boost your confidence when working with a multicultural staff
- ☑ Demonstrating your commitment to creating a strong work environment for your team.

Those who possess intercultural management skills are in demand with employers who want to gain a competitive advantage in the rapidly changing global marketplace.

Read on to learn about the eight insights for effective multicultural management and discover how YOU can strengthen your intercultural skills when working with your multicultural team.

