

## How to lead a successful global team

### 1. Discuss the questions.

- What do the quotes below mean to you? Do you agree with them?

*Cultural differences should not separate us from each other, but rather cultural diversity brings a collective strength that can benefit all of humanity” by Robert Alan.*

*Strength lies in differences, not in similarities by Stephen R. Covey.*

- What are some of the things that define a culture? For example, music, language, etc.
- Have you ever worked/studied with people from different cultures? How was it?
- What are the *dos* and *don'ts* for people who do business within different cultures?
- Can you describe a time when you felt confused by the actions of someone from another culture?

### 2. Match the words to create popular business expressions.

- |               |                       |
|---------------|-----------------------|
| a) boost      | 1) to superiors       |
| b) adopt      | 2) a global team      |
| c) lead       | 3) respect            |
| d) understand | 4) effectiveness      |
| e) listen     | 5) your boss          |
| f) contradict | 6) a management style |
| g) show       | 7) cultural biases    |

### 3. Complete the sentences with the phrases from ex. 2.

- Employees should always ..... in terms of important decisions.
- ..... for other cultures is a core value of collaboration in today's business world.
- In order to ....., managers should be transparent at every stage of the decision-making process.
- There are more problems than benefits from .....
- Managers should make their team members ..... and their impact on the team's interactions.
- Stating a fact or giving an opinion that ..... is often career suicide.

### 4. In pairs, decide if you agree or disagree with the statements in ex. 3.

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### 5. Read the text and answer the questions.

Globalization has led to the rapid connection of internationally based employees from all levels of multinational companies. Where once an employee might have been expected to primarily collaborate with colleagues from his own country, today many people are part of global networks connected with people scattered around the world. Yet most managers have little understanding of how local culture impacts global interaction. Even those who are culturally informed, travel extensively, and have lived abroad often have few strategies for dealing with the cross-cultural complexity that affects their team's day-to-day effectiveness. *The Culture Map* provides a new way forward, with vital insights for working effectively and sensitively with one's counterparts in the new global marketplace.

Source: <https://www.erinmeyer.com/book/>

- What is the book about?
- What kind of problems might the manager face when leading an international team?

### 6. Watch a [video](https://youtu.be/DgbU7pP5QRc) [https://youtu.be/DgbU7pP5QRc] about leading a successful global team and answer the questions.

- a) What do the British say about the French?
- b) What do Indians say about the French?
- c) What do Americans say about Malaysians?
- d) What do Malaysians say about Americans?
- e) What do Mexicans say about the Dutch?

### 7. Discuss the questions.

- What are your experiences in terms of working with people from different cultural backgrounds?
- How is your culture perceived by others?
- How should managers deal with a global team?
- How can we make all team members share ideas and contribute openly during meetings?
- Why might a global team have greater potential than a classic, monocultural team?