Assignment

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In this present era of globalization, multiculturalism is widespread in the corporate sector as more and more employees of different ethnicities and cultures are joining the multinational companies globally. Managing of such a diverse workforce is becoming a challenge for the business leaders as the mode of communication, evaluation and feedback can become complex sometimes. American nosiness leaders are more direct and strict and have different ways of conduct when it comes to professionalism whereas Chinese are more polite and German leaders expect punctual attitude in the workforce.

 Working under different upbringings, cultural attributes and regional traits makes it harder for the management of different levels to interact with each other. Due to this reason, it is vital to respect the cultural difference of each other and show more tolerance so that productivity can be increased in the workplace. Business leaders should not show reluctance to embrace diversity in the workplace; instead, they should take this positively. Another essential feature of the multi-cultural management teams is communication. There should always be an open communication so that the employees may feel comfortable in delivering his opinion in crucial business matters (Lisak, & Erez, 2015).

Business leaders should be flexible enough to build strong relationships with all the employees by fairly giving everyone the chance irrespective of their backgrounds. Understanding should be developed by clear communication so that no one gets offended when it comes to evaluation and assessment. The norms in the workplace should be very clear and neutral that does not leave anything behind for ambiguity. Business leaders should bring employees of all the cultures under one umbrella of unity that will be made through official norms and particular culture specified for the vision of their business. Proper office culture should be followed and maintained by adopting the approach of inclusion. Whenever a conflict occurs, it should be addressed immediately.

**References**

Lisak, A., & Erez, M. (2015). Leadership emergence in multicultural teams: The power of global characteristics. *Journal of World Business*, *50*(1), 3-14.