Adapting to Diverse Culture in the Workplace

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**Executive Summary**

In the contemporary era, changes in the business environment have become an integral part of the corporate structure and strategic decision making. The management, employee, products and critical strategies keep on transforming with the passage of time. The vigorous process of change in organizations instills fear in employees pertinent to the lack of productivity which is caused by the incorporation of a distinguished workforce(“Managing the Diverse Workforce,” n.d.). A profound constituent of change in the very structure of the organizations is diversity. However, diversity causes the businesses to face grave challenges and detrimental impediments initiated by potential barriers in communication and the incidents of discrimination and nepotism. It is essential to formulate a critical approach to confront the changes and menace of diversity in the workplace by adapting to revering other cultures and advancing the business goals potentially.

To begin, the key to adapting to the diverse culture in the workplace is establishing a thorough and elaborative chain of command with the employees. Each individual of the company plays an instrumental role to contribute toward the acquisition of objectives of the organization and thus, ought not to be discriminated, shunned or overlooked under any circumstances(Martinelli, 2016). For instance, a rational organization of the daily operations must supplement the integral organization of the business operations as sending memos on a persistent basis, calling team meetings and sustaining the culture of openness with the employees (“Diversity and Inclusion: How to Value Diverse People and Organizations,” n.d.). In addition, it is worthy to underpin the essential objective of promulgating the goals and objectives by taking into account the whole team, their input and encouraging them to collaborate with each other and maintain an integral environment. Consequently, the organization will adapt to the diverse culture as the promotion of productivity and establishment of the interest of employees in the future of the company potentially (*multicultural-consulting.pdf*, n.d.).

Furthermore, a critical appraisal of the menace illustrates the key to confronting the cultural diversity is establishing a comprehensive knowledge about the employees and coworkers of distinct ethnicities, religious affiliations, background and sexes. When the stakeholders or managers strive to pursue knowledge pertinent to the culture, the morale and self-esteem of culturally diverse employees enhance to an immense extent which is imperative for the organization to meet the goals and abrogate the peril of cultural discrimination or resentment (“How to Create an Effective Cross-Cultural Training Program,” n.d.). Besides, the appointment of a diversity facilitator proves productive to remove the barriers of communication in the organization which is manifested in the element of diverse employees. The facilitator ought to be trained and mentored in a seasoned environment. For instance, the facilitator should be put in charge of the meetings, addressing the prejudices of minorities in the workplace and making the stakeholders aware of these adversities.

Furthermore, the employees should also speak up against the discrimination and injustice in the workplace to inform the stakeholders regarding the provoking actions, words and incidents to making the workplace honor the diverse cultural backgrounds and remove the widespread differences(“Diversity and Inclusion - Office of Disability Employment Policy - United States Department of Labor,” n.d.). The deliberated techniques aim at the primary principle of shaping an integrated, collaborative and profound working environment to meet the organizational goals and sustain the long-term productivity produced by the team effort.

To conclude, a holistic approach ought to be cultivated to combat the peril of cultural diversity at the workplace as it manifests in distorted communication, pervasive discrimination and mismanagement and above all, impeding the advancement of the organization toward the acquisition of objectives. Thus, the rational organization of daily operations, appointing a diversity facilitator and spreading awareness in the organization to be aware of cultural intricacies must be implemented thoroughly.

References

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