Set of recommendations (Articles)

Student name

[Institutional Affiliation(s)]

Considering globalization, this could be said that Cultural Intelligence has never been more important for organizations as it is today. Cultural intelligence plays a central role in knowing the gaps and helps in educating about different cultures. At the multicultural workplace, cultural intelligence enables them to develop interpersonal connections with others. Culturally intelligent employees introduce creativity and innovation that benefit both the organization and employees. Employees are encouraged to gather cultural knowledge and they are appreciated for developing this kind of knowledge using different channels. For example, employees who wanted to develop cultural knowledge could use movies, newspapers, books, traveling to other countries, etc. for knowing more about the cultural values and traditions. This article mainly supports a light on cross-cultural skills as when people interact with people having different culture there may rise issues, so one needs to develop skills like tolerance, adaptability, empathy, perceptual acuity, and relation skills, etc. different techniques and strategies have been mentioned as a way of developing such skills. “*CQ is a system consisting of three interactive components-cultural, knowledge, cross-cultural skills and cultural metacognition*”

Global collaboration has become one of the significant factors for running a business successfully and this business success becomes even easier when cultural intelligence is promoted in employees. It is not easy to develop cultural IQ between as it could costly and time-consuming process but according to the business experts investing for this purpose would be in favor of an organization in a long run (*The Importance of Cultural Intelligence in International Business* (2018). Markets are merging due to which companies are forced to make products that could be adopted globally and for promoting this vision employees are encouraged to develop cultural intelligence. “*Also, companies are now looking for leaders and employees with high competencies when it comes to cultural IQ”.* Currently, companies are becoming aware of how important cultural IQ is and organizations are trying to design me ways of implementing it in their organizations. For example, Coca-Cola’s high potential leader program requires every candidate to pass a test for cultural intelligence conducted by Cultural Intelligence Centre.

References

#### The Importance of Cultural Intelligence in International Business (2018). Available at: <https://globaledge.msu.edu/blog/post/55562/the-importance-of-cultural-intelligence>