MGMT495-P Discussion Board 2

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In today’s modern business world, it has become crucially important for all kind of organizations that they must develop high performing cross cultural teams. Several organization pick different teams from various regions and allocate them at one place. In this report/paper, I would be working as leader with having at hand to develop an international internship program for the organization which pursues to hire/recruit international interns and work with them. Further, I would be responding to several questions or concerns regarding the program and global organizational culture collectively.

**Best Practices for Leading a Virtual Cross-Cultural Team/ the Difference between Leading a U.S.-Based Virtual Cross-Cultural Team and a Global Virtual Cross-Cultural Team**

The US based organization seeks to recruit international interns from different nations. The application of this process is the organization would be ending up with diversified team and for getting succeed the organization would be looking for possible best practices to be applied. The very first and the best practice is effective communication because strong communication is the ultimate key for leading diverse or cross cultural teams. It is important and for communication information and messages clearly while the second finest practice is trust building. The next finest practice is to develop effective leadership. While leading a team of international interns, it is highly crucial to have effective leadership which helps in demonstration of highly centralized coordination and direction through elimination of any possible confusion (Erez, et.al, 2013). The last best practice here would be strong decision making which will be terrible for giving clear direction that how a particular decision will be made.

There is no doubt that there would be much difference between Global virtual cross cultural teams and US based virtual cross cultural teams. Those embrace best practices regarding meeting conduction of virtual teams, processes and tech, as well as tools and tactics in leading virtual teams (Gibson, et.al, 2014). No doubt that US based cross cultural teams come with less demands and complexity than the global cross-cultural teams.

**Legal or Regulatory Factors to be Considered for the Interns to be Employed in the United States**

Brining and employing international interns from various regions to work in the US have several regulatory and legal factors to be considered. The very basic consideration will be the amount of wages, employee benefits, and labor and discrimination laws (Bradford, 2016). So the organization which recruit interns must ensure that it fulfils all of the mentioned factors. As well as the organization must perform all for ensuring the compliance with laws, rules and regulations.

**How the Organization will Onboard the Interns and introduce them to U.S. Culture/The Types of Activities that can be hosted for Interns to celebrate their Culture**

The most crucial step after selection and hiring is brining interns on board and familiar then with the US culture. Organization will be doing several things for this purpose which does not only includes super first impression, explanation of larger picture, communication of values and beliefs and work plans implementation (Cesario, & Magalhaes, 2017). Beyond that, the organization would be needed to find out good supervisors, develop sessions, assimilate interns in the society/community and help them in access to their mentors.

Proceeding further, the organization has to host an arrangement of actions that enable interns to celebrate their own cultures. This evolves but not only music festivals, traditional spots activities, and many other cultural appreciation programs. In this ways it would be possible to showcase the variances among interns in a positive and effective way.

**Benefits of the International Program for the Interns and the Organization**

It is a fact that international internship program always come with huge benefits for both, the organization and interns. The crucial benefits for interns contain opportunities of their internal exposure, experience with diversified education styles, and their introduction with several cultural perspectives (Canas, & Sondak, 2013). Beyond that, other benefits would be their personal grooming and development, skills enhancement and may career opportunities. For the organization the benefits can be but only the access to larger pool of human talent, enriched standpoints, enhanced productivity and rate of employees’ retention and lower labor costs and related expenses (Canas, & Sondak, 2013).

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