

Cross-Cultural Issues in International Business

Name

Personal Reflection

Instructor

Institution

Location

Date of Submission

PERSONAL REFLECTION

I have to start by stating that this was a very interesting class for me. The fact that globalization is now changing almost every aspect of our lives means that cross-cultural management skill is something that everyone regardless of his or her occupation, age or background needs to have. From this particular case study, I was able to get an informed firsthand experience of cross cultural management issues as various group members worked differently to each other something that can be attributed to the cultural differences. From the onset, it was evident that all the way the group members behaved indicated that we all had different cultures. For example, when it came to discussions, there were members who were on time while others came five minutes late for the meetings.

As far as how we worked together was concerned, I think the fact that we were all aware that we were from different cultures facilitated the various group members working together since every member understood that things could be done differently to his/her expectations. Nevertheless, all the members were aware of what the objective was hence we stuck together to achieve the objective.

I wouldn't say that there were any problems. Nevertheless, it is important to state that some members initially appeared not to be taking the task seriously even though I later found out that these members were actually the most serious members of the group when tasks were assigned as they were the first one to present their findings. The main problem that was evident was lack of adherence to set time, for example if we decided to meet about 15:00 hrs, some members turned up at 15:15 hrs.

In order to ensure that the common problem that was time keeping was solved, we deliberated about the issue and established that the time keeping problem arose from the fact that we had different timetables. To solve the issue, we agreed that all members had to ensure that they were not late for more than 10 minutes. In addition, it was also agreed that any group member who showed up after the 10 minutes or skipped the group meetings or any other set deadlines was to buy each group member who wasn't late lunch of not less than £5.

Initially, some members were opposed to the proposed measures that were aimed at ensuring that all the members stuck to the set deadline. However, after much deliberation, it was agreed that we had to stick to the set deadline since if adjustments were to be made, then we might struggle to meet the objective of the task which would consequently result to all of us failing the module.

The entire process was a learning curve since I could experience cross cultural management first hand as every group member had different expectations from the other group member. Nevertheless, the most important lesson that I learned from the experience is that once has to understand that his/her ways of doing things is not necessarily the only perfect way. In addition, I also learned that in situations where people from different cultures are working together, it is paramount to clearly outline the objective of the task and what is expected from each person prior to the start of the task. Once that has been done, I noticed that one needs to understand that since the members are from different cultures, the way they go about completing their tasks might be different.

All in all, the entire course has given me a proper understanding of the reason why people tend to do things in a different manner to others. In addition, I now also understand that my own way of doing things is not the only right way.