**Sway’s response to Question A:**

My assigned article "Facilitating Constructive Challenge” highlights the importance of leaders creating an environment where employees feel encouraged to speak up and share their concerns. In my career in acquisition, I can envision a situation where the ACTS model would be useful. For instance, a leader could use the ACTS model to encourage team members to share their concerns and ideas about a potential contract. However, there may be circumstances where the ACTS model is not useful. For example, when time is of the essence, the model's emphasis on conversation and soliciting feedback may not be feasible.

The assigned article identifies one of the challenges associated with leading diverse organizations as creating an environment where all employees feel comfortable sharing their perspectives. Successfully navigating these challenges can lead to better-informed procurement decisions, reduced risk, and improved supplier relationships. To demonstrate and promote behaviors and practices that help organizations navigate these challenges, leaders can create a culture of psychological safety, where employees feel valued, respected, and empowered to contribute their unique perspectives, ultimately leading to more effective and efficient acquisition outcomes.

The challenge of leading diverse organizations is made challenging by several factors. First off, diverse organizations comprise individuals with different backgrounds, cultures, experiences, and perspectives. This diversity can create complexity and make it difficult for leaders to create a unified and inclusive work environment. Additionally, power dynamics, biases, and stereotypes can also hinder effective leadership in diverse organizations. In acquisition, this challenge is further complicated by the need to balance diverse stakeholder interests.

Successfully navigating the challenges of leading diverse organizations can realize several opportunities. First off, increased innovation and creativity, as diverse perspectives are brought to the table. Additionally, improved decision-making, as leaders consider a wider range of experiences. Furthermore, better adaptability to changing requirements, as diverse organizations are more likely to be agile and responsive.

To demonstrate and promote behaviors and practices that help organizations navigate the challenges of leading diverse organizations, leaders can take the following concrete steps.

First off, encourage open feedback and create safe spaces for employees to share their concerns and ideas. Additionally, engage with diverse stakeholders to ensure that their needs and perspectives are considered.

Sway