U.S. Cultural Adaptation Reflection

Working in India, I realized that the U.S. IT climate can be adjusted to by identifying a number of cultural and operational differences. The difference in the functioning of IT teams daily is also quite remarkable. The entire teamwork in India generally entails centralized control, i.e., the flow and guidance of direction originates at the top, and the lower positions within the organization are expected to align themselves to a standardized pattern of work. Compared to other countries, U.S. teams in the IT domain have more autonomy, allowing people to be trained and make their own choices, work across functions, and interact directly with stakeholders without going through many approval gates (Inberg, 2024). There is one more important contrast in the leadership structure. Leadership in India is quite hierarchical, with a transparent chain of command and a high level of respect for authority. Juniors never dare to stand up to the seniors, and the top executives are perceived as decision-makers and not team players. The leadership is more participatory in the U.S. Managers encourage the participation of all levels, and junior team members are also encouraged to express their ideas, analyze plans, and come up with suggestions. This horizontal hierarchy fosters innovation and brings about mutual respect.

The third difference is the time management and expectations concerning work-life. The working culture in India often recognizes long work hours as a mark of exemplary commitment to one's work, and working late is sometimes considered a practice. Workplaces in America place greater value on work-life balance, where employees are supposed to log off after the work day and become effective during work hours. The U.S. organizations get together with shorter and result-oriented meetings, and punctuality and time management are a very high priority. In order to become an effective leader in this new environment, I will use a participatory leadership strategy and be open to communication and input from all team members, regardless of their seniority (Song et al., 2025). I will also be more result-oriented,

maintain other people's boundaries, and create a balance between efficiency and permissiveness. As my experience in the U.S. differs significantly in terms of style preferences and partnering with the external context collaborative decision-making and fitting with different expectations, direct feedback, and time-conscious productivity, I seek to pursue the strategy of inclusive leadership and reduce cultural differences, as well as improve the team performance in the U.S. IT workplace.

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