

Case Study: Resolving Conflict in a Remote Team:

- 1) The team is located in different time zones which could cause clashing meeting schedules and real time communication amongst members. This can result in misunderstandings as well as delayed responses. In addition to this team members a lack of work allocation is resulting in team members not having a clear understanding of their tasks and responsibilities assigned. This can lead to conflicting work styles as may feel that others are not working as hard.
- 2) In order to address these issues, I need to become a good leader and help team members flourish. I can do this by first enhancing communication by selecting appropriate time in which all team members are available so that there is no conflict in communication amongst each other. In addition to this I can use a centralized communication platform such as Microsoft teams where all work-related information can be accessed easily by everyone. Furthermore, I can set clear expectation from each team member by delegating tasks evenly and defining each role and responsibility for each member. By doing so it ensures that all the team members understand how their role can build to the overall team's goal and everyone has an equal workload. I can also keep team members accountable for their work by checking up on them frequently to assess productivity. By implementing accountability, each member is ensuring that they are completing what is expected from them. I am ensuring that I am encouraging and giving effective feedback to promote a positive work environment as it is essential to create a work culture that fosters personal growth and open communication.
- 3) By implementing these strategies will create a positive work culture that encourages every team member to grow. By implementing a uniform communication platform will allow team members to access project related updates in their own time. Furthermore, by setting clear and equal tasks, each team member now fully understands what is expected from them and the work is evenly distributed so that each team member feels that there is no differing work expectations amongst each other. As a result, the team can meet project deadlines as productivity increases and morale is lifted as there is less miscommunication and even workloads is distributed to everyone.

Diversity and Inclusion (First Nations Country)

- 1) I have chosen to be a part of the Gunaikurnai Country. The Gunaikurnai Country is located in the East Gippsland region and is diverse and fertile. They have resided in this region for over 18000 years. It includes southern slopes of Victorias alpine ranges and grassy plains. The language spoken by members on the Gunaikurnai Country is Kurnai.
- 2) I would engage with a First Nation with respect by having cultural awareness and being open to their changing cultural attitudes whether its being open to trying their cuisines as well as learning a bit about the Kurnai language. I would be actively learning about their Indigenous history to understand their heritage as well as do research on Acknowledgement of Country to understand the Gunaikurnai Country to be sincere.
- 3) To be a good ally as a student is by simply being a good person, a good human. I can start to skill up and start engaging with the culture, starting to acknowledge it. I can try understanding their First Nation perspective by having a desire to learn more and build skills and cultural intelligence as there is more to know more than I do not know. If I do not

understand something about the Gunaikurnai Country, I can ask for clarification rather than assume.