**4. U.S. Cultural Adaptation Reflection: Feedback & Leadership Differences**

The process of transition between Indian and U.S IT culture suggests that there are some key differences in the manner of feedback and leadership management. Indian workplaces have feedback that is indirect and well-styled, and consequently, they mainly provide feedback during formal evaluations or team communication. Open criticism, particularly between junior staff and seniors, is avoided to maintain hierarchy. Conversely, the U.S. workplace promotes open and direct feedback at every level (Marcotte et al., 2022). Employees are expected to offer and take feedback openly and promptly to facilitate ongoing enhancement. Leadership is also a significant variance between the two. When it comes to Indians, the supervisors tend to work top-down, so tasks and discipline matter the most. U.S. leaders are more oriented to collaborating, autonomy, and coaching. They are supposed to engage their teams in the decision-making process and promote open communication and innovation. To adjust to this, I will develop an open-feedback culture by organizing regular one-on-one meetings, peer input sessions where all workers can give feedback, and anonymous input channels. Practicing collaborative leadership, such as delegating power, engaging members in strategic planning, and appreciating diverse views, will also happen (Kohn, 2024). The advice on promoting lifelong learning and the idea of having an inclusive environment will serve me well in the U.S., where the performance of the team is directly associated with having open dialogue and trust in leadership.

**References**

Kohn, P. (2024). Group Activities and Collaborative Learning: Fostering Effective Team Leadership. In *Elevating Leadership: Innovative Teaching Methods for Developing Future Leaders* (pp. 59-73). Emerald Publishing Limited.<https://www.emerald.com/insight/content/doi/10.1108/978-1-83549-564-320241005/full/html>

Marcotte, K. M., Holmstrom, A. L., Thelen, A. E., Gates, R., George, B. C., & Krumm, A. E. (2022). Opportunities to increase workplace feedback: a multi-institutional examination. *Journal of Surgical Education*, *79*(6), e124-e129.<https://www.sciencedirect.com/science/article/pii/S1931720422002203>