DELIVERABLE #7: U.S. Cultural Adaptation Reflection

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U.S. Cultural Adaptation Reflection

According to the experience I became aware of when working in the U.S. IT setting, I found it an experience compared to my home country. The IT operations in the U.S. are more collaborative and closer to being managed autonomously, and the approach is to get the contribution of the individual and make a decision at the team level. Employees are motivated to camp-own activities, express themselves during meetings and present new ideas irrespective of their rank. Unlike in the home country, where IT teams are more hierarchical in their decision making, with top managers making most of the decisions and junior employees being afraid to air out their opinion publicly (Dai, 2024).

There is also a variation in the style of communication and feedback. In the United States, this form of communication is well defined, straightforward, forward and well-timed. Feedback is constructive and is given regularly and expected, and performance and goals are regularly discussed and are open. In the U.S., leaders are open and enhance two-way communication. In my native country, the feedback is not always direct, and it does not happen very often; employees can be reluctant to give their opinion to the senior management. A leadership that is more dictatorial is also present, along with formality in day-to-day interactions.

To learn and be effective in a U.S. IT leadership setting, I will aim to shape a collaborative and inclusive way of leadership. I will promote communication amongst team members and strategies to request feedback, as well as ensure an open environment where everyone feels free to share his/her ideas. In my communication, I will also strive to be clear and direct at the same time, handling it with respect and professionalism. I will also ensure that I constantly practice cultural awareness and emotional intelligence to direct a diverse team.

Reference

Dai, K., & Pham, T. (2024). Graduate employability and international education: An exploration of foreign students' experiences in China. *Higher Education Research & Development*, *43*(6), 1227-1242.