U.S. Cultural Adaptation Reflection

Some of the main differences that a supervisor brought to the U.S. IT work culture when coming to the U.S. as an Indian, which should be noted and accepted, are the differences surrounding the communication of feedback and the occurrence of leadership. In the Indian work culture, feedback is done through hierarchy, and care is taken not to confront a person directly to maintain respect. Feedback, in most cases, is just limited to formal performance reviews or is presented in a well-worded suggestion. Employees may be hesitant to give real-time feedback or disagree with a decision, especially when dealing with seniors. Whereas the harmony is maintained, this formal and gracious interpersonal communication may significantly slacken course corrections and thus restrain the opportunities for collaborative improvement.

The U.S. work environment promotes a culture of constant feedback. Healthy contribution is freely given at all levels within an organization, irrespective of the rank. It is used to exchange feedback that employees can bring up in the moment, and as such, can become an instrumental methodology of individual and group growth. This will help resolve problems more quickly, promote agility, and enhance accountability among teams. In addition to this, the American IT teams tend to operate in decentralized systems where a flat structure and collective decision-making are commonly practiced (Banasiewicz, 2021). The staff members are also allowed to express their ideas, interfere with the traditions, and own the consequences.

A key part of my strategy to be an effective leader of an IT team in the U.S. will be to schedule weekly one-on-one meetings, encourage upward communication during team retrospectives, and offer anonymous tools to allow transparent feedback. I am going to use a participative leadership approach, where everyone is encouraged to cooperate, be adaptive, and trust each other. With a focus on common goals and open communication in decision-

making, I will be able to navigate cultural differences effectively (Cerasoli, 2025). Such

changes will not only improve my spiritual leadership effectiveness but also cultivate a high-

performing, resilient, and motivated team culture in the U.S. IT set up.

References

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