**Introduction**

Fast development of technologies enables people to communicate, travel, and run their business all over the world. Therefore, many global organizations establish their subsidiaries in different regions and countries. This strategy enables them to take up the global markets rapidly. But it also brings some problems at the same time. The most important thing is that the workers may come from different countries, use different languages, and own different cultural backgrounds as well as values. It means that some misunderstandings may be created when a worker cooperates with their colleagues if their have such differences. Therefore, establishing a ‘global work orientation’ (Neeley, 2017) mechanism is a significant method to solve this problem. As Neeley (2017) mentions that the global work orientation should be defined as a kind of training which aims to develop the abilities of workers and helps them to learn and understand different cultures. With this training, employees will be easier to get on with their foreign colleagues; and the sharing of information, technologies, and experiences among different subsidies will not to be a problem. To achieve this goal, learning a common language and understanding the multiple cultures are what should be done.

**Knowing a common language**

Learning a common language improves the accuracy of communication. When working in a global organization, employees sometimes have to cooperate with the colleagues who come from different countries and use different languages as the mother tongue. In this case, learning a common language may be considered as a significant communication skill. Employing a professional translator may help people to solve this problems in some degree (Mind Tools, 2018). But based on the data provided by Mind Tools (2018), only half of English speakers learn English as the first language. That is to say, because of the different cultural backgrounds, a professional translator may also misunderstand the ideas, the emotions, and the moods of the participants in a business activity. Sometimes, a idea, expressed by the speaker, and translated by the translator, then understood by the listener, may be changed during this process. And these misunderstandings may lead to serious problem in business cooperation. As Neeley (2017) says, inaccurate communication can create negative effects on the exchange of information, technologies and experiences among subsidiaries. Therefore, learning and using a common language in working place increases the accuracy of communication and benefits the global organization.

**Understanding multiple cultures**

Understanding multiculturalism is the key of cross-cultural cooperation. Cross-cultural cooperation means that participants have different cultural backgrounds, which is a challenge and an opportunity at the same time. In this case understanding multiple culture is the key for employees to work well in a cross-cultural cooperation. On the one hand, Mind Tools (2018) mentions that the same thing or behavior may have different meanings in different cultural backgrounds and employees need to accumulate some related knowledge to make sure the misunderstands not be created during communication. For example, if an employee has enough knowledge of other cultures, they can easily tolerate some harmless cultural differences and find something in common to help them to be a part of a group, as Neeley (2017) suggests. But if not, the employee may conflict with their colleagues since cultural differences, which will create negative impacts on the relationships in a team. And on the other hand, the interaction of multiple cultures often create positive results (Nardon, 2017; as cited in Burke, 2018). It should be true that the different cultural backgrounds enable people to own different ideas, experiences, and ways of think. Therefore, a worker will be more creative and efficient to finish their task if they has the multicultural background.

**Conclusion**

For global organizations, they can expand their markets quickly and hire talented people from all over the world. But they must make sure their employees get along well and work together. The way to achieve this goal consists of two parts: learning a common language and understanding multiple cultures. The former allows employees to communicate with each other accurately and efficiently. The latter enables employees to get along with their colleagues. Both of them are indispensable.

**References**

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