

Scenario

Acme Corporation, a multinational conglomerate renowned for its commitment to diversity and inclusion, has steadily expanded its global footprint in recent years. With operations spanning diverse markets worldwide, the company has built a reputation for embracing cultural diversity and leveraging it as a strength in its business endeavours.

In line with its inclusive ethos, Acme recently established a virtual team to spearhead a critical project aimed at penetrating emerging markets. This virtual team comprises members from various cultural backgrounds, including the United States, Japan, India, and Brazil, reflecting Acme's commitment to assembling diverse teams capable of tackling complex challenges.

However, despite Acme's proactive approach to fostering inclusivity, the virtual team has encountered unforeseen hurdles stemming from cultural differences. These challenges have surfaced in various aspects of team dynamics, from communication styles and work habits to decision-making processes and conflict-resolution strategies.

For instance, team members from the United States are accustomed to direct and assertive communication styles, whereas their counterparts from Japan tend to favour more indirect and nuanced approaches. Similarly, while the Indian team members are accustomed to flexible work schedules and informal interactions, their Japanese counterparts adhere to rigid timelines and formal protocols.

These cultural disparities have led to misunderstandings, misinterpretations, and tensions within the virtual team, hindering collaboration and impeding progress on the project. Despite the team's collective expertise and diverse skill sets, the inability to navigate these cultural nuances effectively has significantly hampered its effectiveness and cohesion.

Recognising the urgent need to address these challenges, Acme Corporation has tasked its Human Resources and Diversity & Inclusion departments with devising strategies to support the virtual team in overcoming cultural barriers and fostering a more inclusive work environment conducive to collaboration, innovation, and success.

Instructions

- As a manager at Acme Corporation, you are tasked with addressing the cultural challenges faced by the virtual team and promoting a more inclusive and productive work environment.
- Your task is to develop a high-level plan outlining strategies to employ within the team to:
 - Bridge cultural differences
 - Foster cross-cultural understanding and collaboration
 - Promote inclusive leadership practices
- Your submission should adhere to the following parameters:
 - Do not exceed 5 pages (font size 11 with 1.5 size spacing) if submitting a document.
 - Do not exceed 12 slides if submitting a presentation.
 - File type: PDF
 - Your file upload must use the following naming convention:
 - Name_Surname_M6_Assignment
 - Example: Jamie_Jones_M6_Assignment
 - Upload your assignment as a PDF file to the **Module 8 folder** in GitHub.
- This is a graded assessment and makes up 10% of your total score for the course.

Grading

- The following assessment criteria will be used to grade your submission:
 - Effort
 - Application
 - Examples
 - Leadership Insight

- Marks for each of the criteria will be assigned accordingly:
 - 0 - Failed to submit
 - 1 - Limited
 - 2 - Basic
 - 3 - Proficient
 - 4 - Advanced
 - 5 - Exceptional
- Please see the rubric below for detailed explanations of each criteria and the accompanying score.

Rubric

- The task total will be a score out of 20

Criteria	1	2	3	4	5
	Limited	Basic	Proficient	Advanced	Exceptional
Effort	Minimal effort apparent, with little attention to detail or engagement with the task.	Shows some effort, but responses may lack polish or thoroughness.	Demonstrates a solid effort, with responses showing attention to detail and engagement with the task.	Displays a strong effort, with responses exhibiting thoroughness, coherence, and depth.	Exemplifies an outstanding effort, with responses displaying exceptional clarity, insight, and completeness.
Application	Fails to apply learned information effectively to the scenario.	Demonstrates basic application of learned information to the scenario, but lacks depth or coherence.	Applies learned information to the scenario with clarity and coherence, demonstrating a solid understanding of its relevance.	Applies learned information skillfully to the scenario, offering insightful analysis and connections.	Applies learned information in a highly sophisticated manner, integrating multiple perspectives and drawing nuanced conclusions.
Examples	Few or no examples provided. Demonstrates limited understanding or application of concepts.	Provides some examples, but they may be simplistic or lack depth. Demonstrates basic understanding of concepts.	Offers several relevant examples demonstrating understanding of concepts. Examples are well-integrated into the response.	Presents detailed examples that vividly illustrate concepts and their applications.	Presents numerous detailed examples that vividly illustrate concepts and their applications.
Leadership Insight	Shows little understanding of leadership principles; fails to connect theories to the scenario.	Displays basic understanding of leadership concepts; makes simple, expected connections to the scenario.	Demonstrates clear understanding and application of leadership principles; makes relevant connections to the scenario, reflecting solid insight.	Exhibits deep understanding of leadership concepts; offers thoughtful, original insights that enhance the scenario analysis.	Demonstrates profound and nuanced understanding of leadership; integrates sophisticated insights that significantly enrich the scenario, reflecting a high level of strategic thinking.