

4. U.S. Cultural Adaptation Reflection

U.S. IT Workplace vs. Home Country (India):

IT teams in the U.S. usually put a premium on flat hierarchies, meaning that outliers and individual decision-making are promoted. Not only do employees see themselves as trusted in taking tasks day by day, but also in coming up with ideas that they insist on. Conversely, the role of decision-making in Indian teams is usually based on a hierarchical system, and senior leadership tends to make the significant decisions whilst observing the cultural priority of managerial directions.

Communication and Feedback differences: In the U.S., office communication is known to be forthright, concise, and available to all ranks, which makes it instantaneous in terms of innovation and teamwork. Positive or critical feedbacks are also expected to be direct and timely. In India, feedback is experienced more indirectly and is carefully diplomatic to ensure peace, and juniors rarely question senior opinions directly to prevent the seniors from being disrespected (Lee & Kim, 2021).

Plan of Adaptation: To succeed as an IT manager in the United States, I will also adopt a participative leadership style, welcome the input of all levels, and build a psychologically safe environment. I will speak with command and make it highly respectful. I will make my emails and standups as transparent as possible. I will regularly learn about DEI (Diversity, Equity, Inclusion) to maintain cultural sensitivity in leadership behavior and actions (Bates & Patel, 2023). The key aspects in my effective adaptation will be the flexibility of the schedule, the open-door policy, and the conversion to performance-based achievement measurement.

References

- Bates, P., & Patel, A. (2023). *Building a Culture of Inclusivity: Effective Internal Communication for Diversity, Equity and Inclusion*. Kogan Page Publishers.
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