

International Team Expectations

Student's Name

Institutional Affiliation

To: Manager,

From: ABC

Dated: March 20, 2024

Subject: Strategy for Managing Our New International Team

Respected Manager,

I am honored to lead our new, globally diverse team. With members from the USA, UAE, Chile, and India, embracing cultural nuances is pivotal. Utilizing Hofstede's cultural dimensions as a guide, I plan to foster a respectful, inclusive environment, acknowledging our differences in individualism, power distance, uncertainty avoidance, and long-term orientation.

Kaspar (India) - Has a high power distance, is long-term oriented, has low uncertainty avoidance, and is a collectivist.

Kelly (United States) - Low power distance, low uncertainty avoidance, long-term oriented, and an individualist society

Syed (United et al.) - High power distance, high uncertainty avoidance, short-term oriented, and a collectivist society

Nina (Chile) - High power distance, high uncertainty avoidance, short-term oriented, and a collectivist society

Diverse teams often need help with communication styles, time zone management, and differing work ethics. I will implement a hybrid management approach to mitigate potential conflicts, blending directive and participative styles. This will allow for structure while valuing each member's input, especially in collaboratively developing our team's expectations and

communication plan. Such an inclusive approach ensures buy-in and respects each member's unique perspective.

Recognizing the importance of cultural holidays, our holiday policy will allow team members to choose their significant cultural or national holidays, ensuring respect for everyone's heritage while maintaining productivity.

With open dialogue, flexibility, and mutual respect, we will cultivate a cohesive and high-performing team. Below is the draft of the introductory conference call invitation I intend to send to the team, pending your approval.

Your guidance and insights are invaluable as we embark on this journey. I look forward to your feedback.

Best regards,

ABC