

DIVERSE TEAM ROCKS – Cross Cultural Perspectives

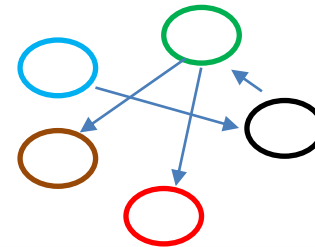
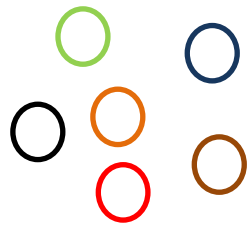


What is Culture

The collective programming of the mind of the human that singles out the members of a specific human group from another. - (Dickson, 2012)

Having common ideas, beliefs, morals, values and understandings about specific events that come from common knowledge or experiences of the members of the society or community and are passed on across generations. - (House, 2004).

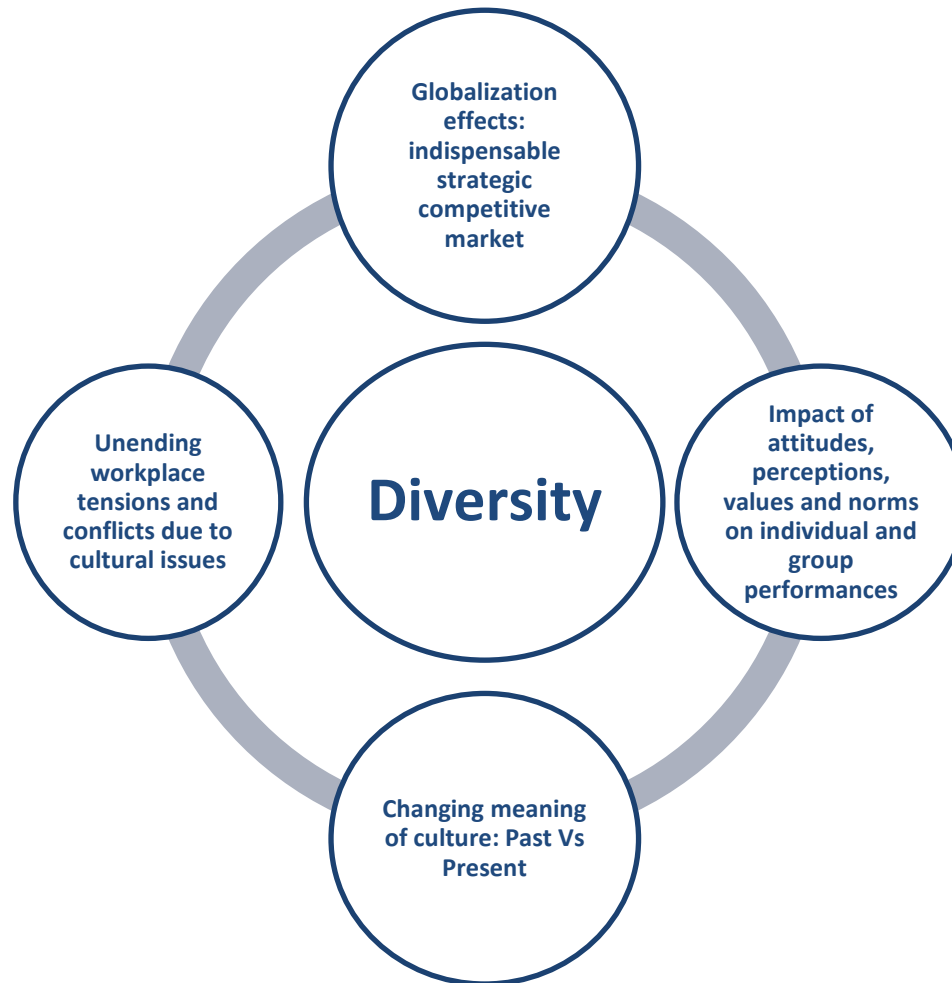
MULTICULTURALISM OR CROSS-CULTURALISM



Understanding another culture involves understanding another's belief system, and not just another's spoken language

Healthy Communities

WHY IS IT IMPORTANT



IMPACTS ON LEADERSHIP

- **Managing language barriers**
- **Acknowledging people's individuality**
- **Learning cultural perceptions on gender**
- **Trust building**
- **Developing synergy among the members of the team**
- **Exploiting the positive attributes of diversity**
- **Developing policies on diversity and inclusion**



THE CHALLENGES

- Time and financial cost to achieve synergy
- Potential for dysfunctional conflict
- Perceived biased against minority group (during assimilation, conflicts are usually resolved against minorities)
- Create limitation to full participation by minority members
- Low level of psychological identity with the larger group: affects productivity, absenteeism, turnover
- Risk of low social integration and higher turnover)



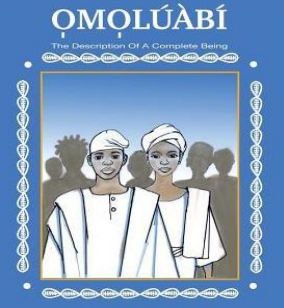
CULTURAL VIRTUES AMONG TEAMS – Omoluabi

- Yoruba philosophical and cultural concept of absolute goodness
- An adjective used to describe an epitome of humanity
- A single word made from 5 different words: Omo-ti-Olu-iwa-bi
- Meaning: “Child Begotten by the Chief of Character”



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OMOLUABI – An Embodiment of Great Virtues

- Respect
- Patience
- Truth
- Trustworthy
- Compassion
- Empathy
- Character
- Endurance
- Bravery
- Composure
- Caution
- Knowledge/ Intelligence
- Wisdom
- Understanding
- Civility



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CULTURAL VIRTUES AMONG TEAMS – Ubuntu



ubuntu (n.)

Pronunciation	oo-buhn-too
Origin	Nguni, South African
Definition	the belief that we are defined by our compassion and humanity towards others

https://www.reddit.com/r/Ubuntu/comments/soknfn/here_is_a_good_definition_and_origins_of_the_word/



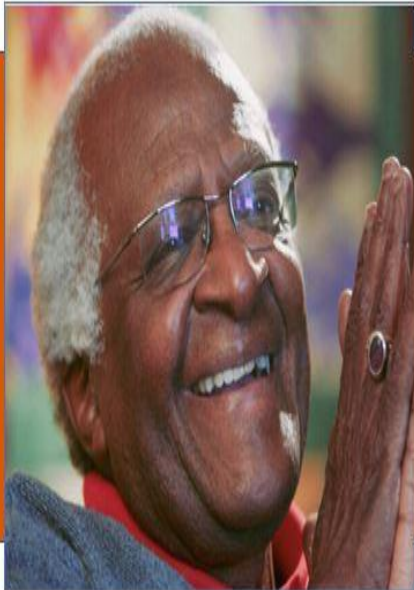
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CULTURAL VIRTUES AMONG TEAMS – Ubuntu

- An ancient Zulu word
- Literally hard to translate into western languages
- Humanity and compassion towards others
- Being generous, hospitable, friendly, caring, compassionate and sharing what you have

THE MOTIVATION BEHIND UBUNTU CULTURE

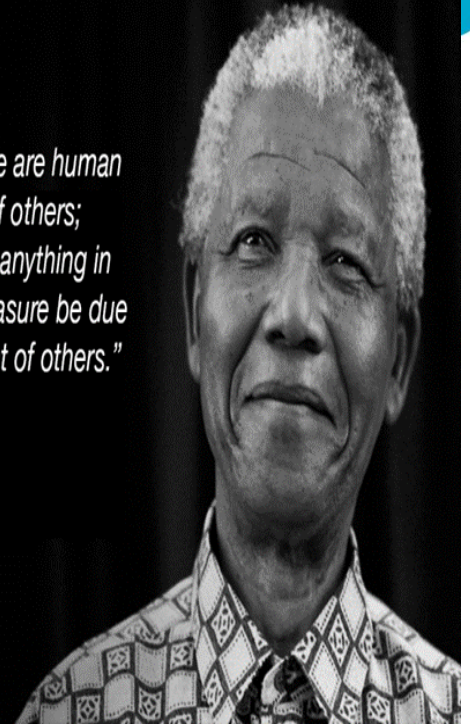


"My humanity is bound up in yours, for we can only be human together."

– Desmond Tutu

"The profound sense that we are human only through the humanity of others; that if we are to accomplish anything in this world it will in equal measure be due to the work and achievement of others."

– Nelson Mandela

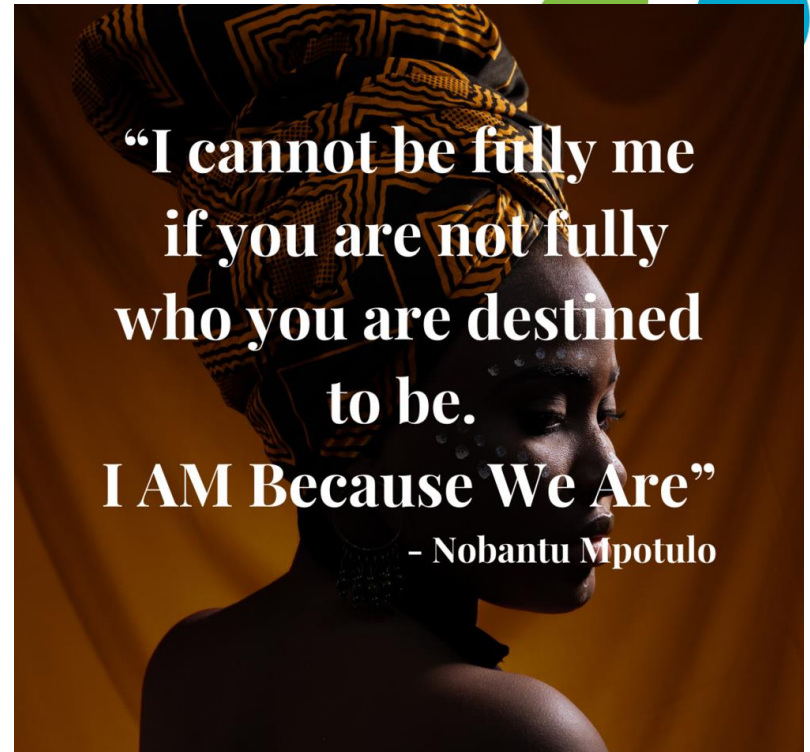


THE MOTIVATION BEHIND UBUNTU CULTURE



There is a word in South Africa - Ubuntu - that describes his greatest gift: his recognition that we are all bound together in ways that can be invisible to the eye; that there is a oneness to humanity; that we achieve ourselves by sharing ourselves with others, and caring for those around us.

— Barack Obama —



**“I cannot be fully me
if you are not fully
who you are destined
to be.**

I AM Because We Are”

- Nobantu Mpotulo



OVERALL BENEFITS



- Attracting best talents
- Increased sense of psychological safety: Diversity, not assimilation
- Increased retention
- Staff suited to serve a diverse external clientele base.
- Creativity thrives on diversity:
- Improved problem-solving capacity from “groupthink”
- Improved service delivery

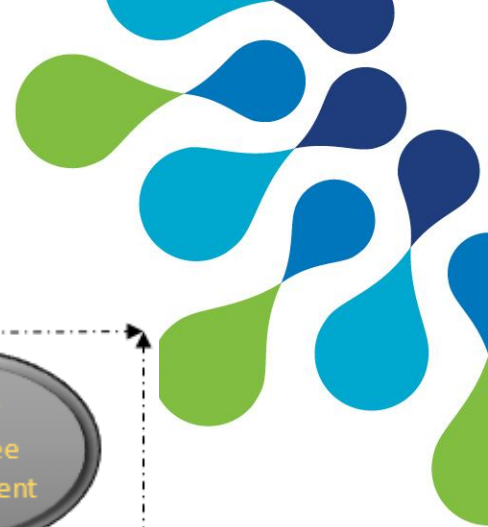


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OVERALL BENEFITS



Major advantages of workplace diversity.

Alozie, Ositadima. (2020).

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THANK YOU

