Ch 1-3

Cultural landscape: different lifestyles, traditions and perspectives i.e. languages, generational issues and surnames, working life issues

What is a way to measure cultural landscape? Demographics

Change of diversity:

Growth

Diversity

Aging

education

Income

Global perspective: a view of the world and our place in it

Diversity consciousness is diversity skills, diversity awareness and understanding of diversity combined

Cultural cruise control: we act as through our own values, beliefs and experiences are universal

Making us oblivious to different cultural cue and individual perspectives.

Layers of diversity:

1. Cultural diversity

a. Detentions give a foundation to culture

b. Pg. 229-233

2. Demographic diversity

a. Socioecominice status, occupation

b. Gender, sex, sexual orientation

c. Geographic organ, language

d. Familial status

e. Ethnicity, race

f. disabilities,

g. religion

h. age

3. Individual diversity

a. expectations

b. knowledge

c. attitude

d. motives

e. Beliefs

Ch 1-3 (cont)

f. Values

g. Needs

Definitions of Success and social cultural theory and success

Success varies from individual to individual

What are some diversity skills? communication, teamwork . leadership, and social networking

Theory of multiple intelligences- 1. Verbal linguistic 2. Logical- mathematical 3. Interpersonal 4. Intaprsonal 6. Musical 7. Environmental 8. Spatial

Cultural competence-set of attitudes and skills that make it possible for organizations and staff not only to acknowledge cultural difference but also incorporate these differences in working with people from various cultures.

Individual barriers- One own bias, ethnocentrism, limited perceptions

Six barriers to success:

1. Limited perceptions: see what you want to see

2. Ethnocentrism: assumption our that our way of thinking is naturally superior to any other

3. Sterotypes: an unverified and oversimplified generalization about an entire group of people

4. Prejudice: irrational and inflexible option formed on the basis of limited and insufficient knowledge

5. Prejudice plus power: refers to the ability to influence others and bring about change

6. Discrimination: the denial of equal rights and opportunities to individuals and groups

Xenophobia- Fear of people who are different from us

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FILL ME

Ch 7, 8, 9

Teamwork:

A team is a number of people who are involved in a cooperative effort. These teams might focus on responsibilities at work, recreational interests, and community activities. Teams are a part of everyday life.

Leveraging Diversity through Teamwork:

Learning increases when we depend on each other and share new ways of looking at the world and certain difference may play a critical role in the success of a team. Highly successful teams have a healthy mix of newcomers and individual with more experience. People tend to want to work with friends and others whom they know, but research indicates that "repeat relationship" in teams work against creativity and success.

Synergy:

Synergy is the concept that members of a team interacting cooperatively will accomplish much more than if they act alone.

Virtual Teaming:

A virtual team is a group of people that work across space, time, and organizational boundaries with links strengthened by webs of communication technologies. It allows individual and group creativity to flourish by enhancing opportunities to express ideas.

Developing Teamwork Skills:

Developing cross-functional teams. These teams work in different areas of expertise, background and job functions.

Creating team building exercises that teach the importance of teamwork, communication and leadership though physical challenges. This helps individuals move past preconceived notions about other and helps them work as a single unit. In the end, it will help them adapt, excel, and grow as a team in other challenging situations.

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Creating training programs that will improve communications and decision-making.

Diversity Consciousness and Teaming:

Becoming more conscious of diversity will improve skills that are essential for true teamwork. These skills are: communication, conflict management, empathy, self-evaluation, and leadership.

Strategies for Building High Performance Teams:

Members need to get to know each other, understand their role and the team's goal, respect other team member ideas and feelings, manage conflict effectively, avoid groupthink, be flexible, and periodically assess the team's performance.

Obstacles to Teamwork:

Obstacles can detract from synergy of a team. Obstacles such as social values, stereotypes, unequal distribution of power, disagreement over the roles, lack of communication and lack of trust will sabotage teamwork.

What is Leadership:

Leadership is the process by which people inspire, influence and empower others to achieve a common goal. Leadership's three key features: (1) it is a process (2) it is situational (3) it is interactive.

Diversity Conscious Leadership:

The process by which people influence and empower others by recognizing, understanding and adjusting to diversity in all its forms.

Keys Skill of a Diversity Conscious Leader:

These skills promote interpersonal openness and build relations in global, multicultural environments: Adapting, thinking and communicating inclusively, accessing and monitoring.

Leadership Styles:

Leadership styles refer to the way leaders influence others. They are authoritarian leaders, democratic leaders and laissez-faire leaders.

Inclusion:

Ch 7, 8, 9 (cont)

Inclusion refers to the process of promoting a sense of belong and empowerment by involving everyone and valuing their unique talents and contribution.

Human Capital:

The economic value of an employee's skill set, including knowledge and experience.

Expanding Opportunities:

Opening minds to the possibilities of potential of diversity and inclusion provides an edge for: everyday life, empowerment, views, the future.