



Skill 27: Celebrating Diversity / Cultural Awareness

Activity B: Cultural Leadership

Activity Skills:

Reading, writing, critical thinking, debating.

Leadership Skills:

Discovering the difference between universal and cultural leadership skills.

Suggested Level:

Advanced

Time:

30 minutes

Supplies needed:

- Cultural Leadership handout
- Pens and pencils to write

Do Ahead:

- Make copies of worksheet

Source:

Developed by:
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Based On:

Kwintessential: Language and Cross Cultural Specialists Cross Cultural Etiquette Awareness
<http://www.kwintessential.co.uk/cultural-services/articles/crosscultural-awareness.html>

BACKGROUND:

All leadership is influence, but how that influence is earned and used can vary from culture to culture.

WHAT TO DO:

Begin by asking the participants what behaviors they would expect from an effective leader. Have the group brainstorm a list of expectations and then pass around the “Cultural Leadership” handout.

Allow 5 minutes to complete the “Cultural Leadership” handout. After everyone is finished tell the group that there are not right or wrong answers, although they should be prepared to share the reasoning their answers are based on. Explain that the group will now debate until the entire group has similar answers.

Create small work groups to share and compare answers. Discuss similarities and differences. Each group must try to come to an agreement on all or at least most answers.

Allow 5-10 minutes for each group to share answers and reasoning.

Keep track of each group’s final conclusions or have each group fill in a new “Cultural Leadership” handout. Allow groups to debate any disagreements until the entire group is close to an agreement or until you run out of time. Remember it is okay to disagree, although we want to hear the logic behind each opinion.

If there is time remaining instruct the group to identify cultural and universal characteristics of effective leaders from the original brainstorm list.

TALK IT OVER:

Reflect:

- Are there some universal behaviors among effective leaders? What are these behaviors?
- Why do some behaviors change with culture?

Apply:

- Why is important to know the culture of a group you are leading?
- How might you adapt your behavior in situations were you are leading a specific cultural group?
- How can you learn the cultural etiquette?

Unit: Ground Rules

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Notes:

BEYOND THE BOX:

Optional Homework:

Learn more about a leader from another country or culture, like Vicente Fox, the President of Mexico, Wilma Mankiller, Chief of the Cherokee Nation or Mohandas Gandhi, political and spiritual leader of India.

Resources and Web Links:

Famous Leader Word Game

<http://www.cluesearchpuzzles.com/FAMOUSLEADERS.pdf>

Kwintessential: Language and Cross Cultural Specialists Cross Cultural Etiquette Awareness <http://www.kwintessential.co.uk/cultural-services/articles/crosscultural-awareness.html>

Organizational Culture and Leadership, 3rd Edition, by Edgar H. Schein

The Nature of Leadership by John Antonakis