**Assignment for Lesson 1.9 Managers and Cultural Diversity**

Management Styles and Scenarios

**Objective:** Research and identify elements of culture and explain the importance in conducting globalbusiness.

**Directions:** Read each scenario and identify the management style that would be most effective for the workenvironment. Using your notes, support your answer with at least two reasons.

* Scenario 1: You are an Operations Manager at a distribution center, and you manage a team of natives from Venezuela who are not accustomed to playing a role in the decision making process. You need to have a large order put together and shipped within two days.
* Scenario 2: You are a Sales Manager for a diverse U.S. team working on an action plan to meet quarterly sales goals. Group members are accustomed to collaboration and want to share their ideas.
* Scenario 3: You are a Film Manager for a small film company and responsible for three teams who are all working in different countries at the moment. The teams are responsible for taking the script and creating the movie on their own.
* Scenario 4: You are the Logistics Manager of an international workforce drawn from 18 countries and four continents. Every employee is highly competent in his or her specialty. You have learned to rely on their judgments and have not had to dictate solutions very often. You prefer collaboration when making decisions; however, you need them made in a timely manner.

**Reflection Questions:** Answer in complete sentences and provide specific examples.

1. How can managers increase their sensitivity to cultural differences among their employees?
2. How can a manager use all of the management styles to create a productive work environment?