



Quick E-Tips



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Happy New Year! Thank you for subscribing to this free Newsletter brought to you by International Advantage. Every month, we bring you tips on **global business culture** and **language learning** that give insight into *Leading Across Cultures™* for faster business results.

Topics this month:

- 1. Cut “Risk” in Leading Diverse Teams**
- 2. Life-Style Changes for Language Learning**

Global Business Culture Tip: Cut “Risk” in Leading Diverse Teams

Are you a “member” of the dominate culture at work? With whom do you work who is not a “member”?

When referring to culture, a “member” is someone who falls within the dominate, mainstream culture. A “non-member” is one who falls outside of it.

Some leaders find leadership of “non-members” challenging, because they fear that “non-members” are a productivity risk. Why? Psychologically speaking, it is because we see the results as unpredictable.

Tip: To reduce perceived risk in leading a diverse team, focus on the following 3 areas:

- 1. Relationship Building.** Mistrust stems from misunderstanding. Any mistrust may be unfounded. Conversely, strong relationships help us correct problems.
- 2. Self-analysis / Coaching.** Analyze who on your team you don’t believe in and why. It is interesting to note that from the point of view of employees with high career aspirations, the primary underlying causes of attrition are underdevelopment and underutilization.
- 3. Culture-Building.** Organizations have an invisible quality – a certain style, character, or way of doing things – that may be more powerful than the dictates of any one person or formal system. By being tolerant, managers increase their prospects for creativity and innovation within the organization.

Language Tip: Life-style Changes for Language Learning

Made your New Year’s resolutions yet? I just received another one of those email ads about language software for sale, prodding those of us working on new languages to get to work.

We are all great at making resolutions, but learning a language requires not only a decision...but also a life-style change.

Below is a list of some of the things I am doing this year to maintain my foreign language skills. These activities certainly change my life...and do not happen unless I plan them!

Tips on lifestyle changes that will help you learn a language:

1. Attend community events that likely will be attended by speakers of your target language.
2. Mentor a child who speaks the language.
3. Join associations and clubs that will surround you with native speakers.
4. Vacation in spots that will allow you to practice.
5. Seek out people in your workplace who are native speakers and invite them somewhere.
6. Subscribe to audio, video or written periodicals produced in your target language.
7. Hire employees and/or service professionals who speak the target language.

Do you prefer to read in Spanish?

This is the second month that we have offered our Quick E-tips in Spanish, to meet the needs of our clients and associates in Spanish-speaking countries. Please let us know if you have found the Spanish version helpful this month, during our trial period. (We assume you are reading the other version sent, but just in case you hadn't noticed it until now...)

Submit a question or see past issues of Quick E-tips online at our website:

<http://www.intladvantage.com> (see "Ask Lisa" or "E-tips").

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Peace and goodness in 2005,

Lisa

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