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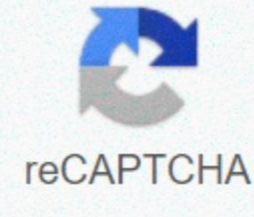
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World cultures textbook pdf

Here at Motley Fool, we embrace stupidity - the uniqueness each of us brings to the table to make our conversations and experiences together that much richer. Our DIBS principles – Diversity, Inclusion and Togetherness = Success – encourage fools to bring our whole selves to work every day, including this month as we celebrate Pride (in a physically distanced but socially connected way!). The spirit of folly also leads our approach to supporting the development and well-being of our employees – including our top benefits. Motley Fool is proud of our commitment to supporting fools or addicted family members in transition, and continues to offer full health-care coverage to our transgender fools. That commitment won't change after last week's repeal of a 2016 rule in the Affordable Care Act that required health workers, hospitals and insurers to receive federal funding to provide or cover gender transition care. Our healthcare plans remain the same for all fools, spouses, domestic partners and dependent family members, and we are proud to support our LGBTQIA+ fools. These days, becoming a more cultured person does not require buying a ticket. It doesn't even require taking time off from work. You can expand your mind in the comfort of your own home. Being cultured means having a certain level of awareness of topics such as other societies, current political developments, literature and science. Today, much of this information is available online. If you're looking for answers about the world and culture, you can navigate through the culture category. Note that these responses focus on the larger picture. If you want to move away from your local focus and move to a global perspective, these answers are perfect for you. You will find here one of the advantages of having a strong general knowledge, being able to have a conversation with anyone. You will be able to relate to people similar and different from each other. As well as engaging conversational, you will benefit from keeping your mind sharp. With accessible and comprehensive content, you can become an expert on all kinds of topics. For example, do you live in one of the top 10 richest countries in the world? Have you ever wondered who are the richest people in the world? For answers to these questions and many more, check out us! Jonathan Kitchen/Getty Images In accordance with the integrated cultural framework we presented in leader's guide to corporate culture (written with our collaborators Jeremiah Lee and Jesse Price), we have launched an online review to allow HBR readers to explore their organizations' own cultural profiles. Between December 2017 and May 2019, we received more than 12,800 responses from around the world (you can view your organisation's cultural profile here). the review gives us a window into HBR readers' organizational culture: shared, pervasive, persistent and implicit behaviors and standards that pervasive organizations (rather than individual employees' own styles of culture). For each respondent's organisation, we examined the relative order of eight different styles of culture, which they map into two dimensions: how people respond to change (flexibility versus stability) and how people interact (independence versus interdependence). A number of patterns emerged across the sample of responses: Care and outcomes were the most unique attributes of culture within respondents' organisations, reflecting a focus on collaboration and success in the workplace. Meanwhile, authority and enjoyment were ranked lowest overall, suggesting that decisiveness and spontaneity were lower priorities. Differences between cultural regions can exist at many different levels. Within organisations, cultural differences can be found by functional area or even by working group. More generally, patterns in behavioural norms and values may also exist at national or regional level. Previous research has shown how cultures systematically differ from country to country. HBR readers provided a great global lens through which to explore organizational cultures in different regions. We received responses from surveys around the world, with 43% of responses from readers outside North America. In this global sample, some models were remarkably consistent across regions: On average, care was highly ranked among all regions, while authority was ranked among the least notable attributes of culture. However, when we examined whether certain cultural styles are more represented in specific regions, some interesting differences came to light. How people react to change. First, we examined the attributes of culture that explain how people respond to change (more precisely, the tendency of organizations to stability versus flexibility). We found that organisations in Africa showed considerable flexibility. Many organisations in the region have been marked by learning and purpose, indicating openness to change through innovation, agility and diversity awards. On the contrary, many firms in Eastern Europe and the Middle East were marked by a strong degree of stability. In these regions, the emphasis was on security, which revealed the prioritisation of business readiness and continuity. In the Middle East in particular, we have found many firms where authority has been high placed. How people interact. Secondly, we analyzed how people communicate with each other. In other words, we have examined whether people are in favour of independence or interdependence. Firms in Western Europe and North and South America were inclined towards a high level of independence; however, this tendency has been reflected in various Western European and North American companies exhibited a particularly strong emphasis on results, goal orientation and achievements. Compared to other regions, enjoyment ranked high in South America, reflecting a penchant for fun, excitement, and a light-hearted work environment. On the other hand, firms in Asia, Australia and New Zealand were more likely to be dependence and coordination. In these regions, we found workplaces that embodied care and a sense of security and planning. Especially in Asia we have found many companies that emphasize order through cooperative, respectful, and rule-abiding culture. What does this mean for employees? The external environment can shape the cultures of the organisations in which we work, but we all have our own individual working styles. It can be informative to evaluate how our own working styles mirror or differ from regional culture patterns, especially when considering how our behavior and actions will be perceived by others. For example, taking the initiative to update standard operating procedures for implementing a new software package may be appreciated in a region where learning and agility are valued, but can be met with frustration in a region that emphasizes order and consistency. Moreover, with the increasing prevalence of work from home, freedom and contract work, it is becoming increasingly common to cooperate with others across regional borders. Recognizing that fellow team members can come from regions where standards and patterns of behavior differ from our own is crucial in communicating and collaborating with a diverse work team. What does this mean for managers? Recognising the potential impact of the external environment on workplace behaviour is crucial in managing others. For example, when designing work teams and setting up reporting structures, managers should take into account whether regional cultures can lead employees to collaborate or make independent efforts and to what extent employees expect hierarchy and structure. Not taking these factors into account is one reason so many global expansion efforts fail. Especially when managing global teams, implicit values and employee beliefs can lead to misunderstandings and tensions. For example, when inducing participation in meetings and conference calls, managers should consider whether potential cultural differences can lead participants to reserve comments until their views are specifically requested, or whether they could voluntarily offer their views. Cultural perspectives also come into play when motivating employees, designing incentive schemes, training new employees and implementing decision-making processes. Although the regional environment can lead to labour standards and behaviour, these influences are just one of many factors that can shape organisational culture. Inches cases, regional influences and cultures within the organization can even conflict. This tension often comes to the fore when firms enter new markets, so managers face the challenge of managing their organisation's culture in a new regional context. In these cases, a thorough analysis of the cultural attributes necessary to support the firm's strategy is necessary in order to determine which cultural attributes are to be preserved and to be developed. Culture can be a powerful lever for maintaining, restoring and shaping the viability of an organisation. While global teams can provide cost savings and help businesses access talent from around the world, cultural differences and differing expectations about workplace standards can be a source of friction. Knowledge of these regional models provides valuable contextual information; However, it is also important to bear in mind that there is a wide range of organisational cultures in all regions. Managers should be aware not to disappear general assumptions or stereotypes other based solely on regional origin. Regardless of the leaders' specific goals and ambitions, making an active effort to understand and recognize the cultures that operate within the organization is a critical commitment to effective governance in today's global environment. Environment.