Cross Cultural Dynamics

Rachel Gonatas

Omega Graduate School

April 06, 2024

Dr. Jared Sorber, Ph.D.

Identifying and overcoming communication hurdles is crucial when looking at Christian cross-cultural skills and relationships in postmodern culture. Community Development concepts include beginning where people are, presenting new ideas after creating relationships, simplicity, community engagement, and on-site training. Training is necessary, trainers need to educate, engage local leadership, and work with local, regional, and national governments. Promoting interconnected connections over independent ones helps people manage global postmodern culture.

Leadership styles play a crucial role in determining the performance, competitive advantage, sustainability, innovative culture, and profitability of business organizations. Effective leadership depends on the approach adopted, which aligns with the nature of the business, employees, and the level of multiculturalism in society and the world. Transformational leadership involves effective communication to understand the strengths and weaknesses of subordinates, appealing to their emotional and cognitive abilities to effect positive changes in performance. Transformational leaders serve as mentors, coaches, and inspirers by developing a good rapport with subordinates (Bonsu, 2018).  
 According to Winter, culture is the super glue that holds people together and provides them with an almost necessary feeling of continuity and identity. It is observed in behaviors (Winter, 2009). Cross-cultural leadership involves leading in a diverse cultural environment, involving a group of people with different values, customs, ethical norms, laws, and traditions shaped by their national or societal backgrounds. Cross-cultural leaders seek to understand the various backgrounds of shareholders to augment efficiency and performance. Effective cross-cultural transformational leadership requires knowledge of individuals' idiosyncrasies and cultural backgrounds, placing them in the best positions, assigning them to the best tasks, and pushing them to maximize their potential for best performance. Being flexible towards people from other cultures is important for organizational performance, as it allows one to learn new things and correct misconstrued beliefs. Effective communication is essential for cross-cultural transformational leadership, leading to understanding tasks and improving performance (2018).

The idea of a leader requires the presence of a follower. A real leader who commands respect and sensibility is required for groups of highly sentient people who are to be led. Developing a connection to an individual's particular loves, heartbreaks, cultures, goals and fears, families, and known and undiscovered skills. One must have an appreciation for the sentience of other people in order to get the highest achievements from other people. Cross-cultural awareness allows missiology to be effective so we can fulfill God’s great commission, and our words can carry value within a group of people.

**Works Cited**

Bonsu, S., & Twum-Danso, E. (2018). Leadership style in the global economy: A focus on cross-

cultural and transformational leadership. *Journal of Marketing and Management*, *9*(2), 37-52.

Rommen, E. (1996). *Missiology and the social sciences: Contributions, cautions, and*

*conclusions* (No. 4). William Carey Library.

Winter, R. D., & Hawthorne, S. C. (Eds.). (2009). *Perspectives on the world Christian*

*movement: A reader*. William Carey Publishing.