**MANAGING AGILE ORGANISATIONS AND PEOPLE**

**Learning Outcome 1: ACTIVITY 11**

**SMALL GROUP ACTIVITY**

**The influence of culture**

You have been appointed as a manager working at the Regional headquarters of a large multi-national organisation. Your team is particularly diverse and includes a number of expatriate workers, as well as local employees.

Shortly you will need to carry out your first set of performance reviews and have been considering how you may need to adapt your approach to feedback and the review itself in light of possible cultural differences and expectations.

Working with your sub group use the table below to consider how culture may impact on the approach taken to feedback.

|  |  |  |
| --- | --- | --- |
|  | Western culture | Eastern culture |
| Level of achievement |  |  |
| Feedback preference |  |  |
| Performance accountability |  |  |
| Communication styles |  |  |