

LEADERSHIP MEETINGS: EVALUATION OF CULTURAL COMMUNICATION IN SELECTED COUNTRIES

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Abstract

This article reports on management communication, this will also include a discussion on the connection between linguistic and culture, customary changes in the analysis of body language, and impact of non-verbal communication in business relationships. Leadership can be termed as the practice of social influence where someone can solicit the assistance and support of other people in accomplishing a common assignment. Leadership is about generating a way for people to make something unusual happen. Management style is the process and methodology of providing direction, executing plans, and inspiring people. Lewin (1939) identified three types of leadership style as: (a) Authoritarian, (b) Participative, and (c) Delegative. An effective leader uses a combination of the three styles contingent on what forces are involved between the followers, the leader, and the situation. Negative leaders are bossy while positive leader are considered to be genuine leaders.

Keywords: Leadership, Communication, Management Style, Business Meetings, Cultures, Technology

BACKGROUND

Business Meetings from Japan, Nigeria, France, and India

Japan: Japanese are usually aware of having a hierarchical position in any social setting with action accordingly. Leadership meetings will reflect the practice of meticulously slow decision making process. This is where all the decisions must be established by every hierarchical level and lastly by top management in Tokyo which shows that no one top management can take decisions alone. Also, Japanese are more reserved than Asians, skilled as collectivistic by Western values, and qualified as individualistic by Asian principles. So, businesses leaders want

to serve all stake holders and the entire society rather than shareholders alone (Hofstede, Hofstede, & Minkov, 2010).

Nigeria: Here, centralization is prevalent, with a top- bottom down leadership style with the manager in a generous autocratic position. This is a masculine country where managers are anticipated to be pivotal and self-confident. With high uncertainty avoidance, and severe codes of belief and behavior, there is an expressive need for rules, time consciousness, hard work, and punctuality. So, innovation might be resisted, and security is a vital part of individual motivation. The society is based on competition, achievement and leadership defined success (Hofstede, Hofstede, & Minkov, 2010).

France: Administration is extremely centralized with hierarchical flow of information that is unevenly dispersed. French leaders approve detailed and reserved opinions. Meeting relationship is on the assignment and autonomy management style is preferred. The communication is straight; everybody is permitted to be express with the ability to declare opinions. The management is the one of recognition of one's work. The management is supportive; discussion helps to resolve conflicts, and is based on self-reliance, personal achievement, and hard work (Hofstede, Hofstede, & Minkov, 2010).

India: Here, hierarchy top-down structure prevails in society and Organizations and managers count on the compliance of team members. As a masculine country, emphasis is placed on success and achievements. Work is the focus of life and noticeable signs of success at work are crucial. Also, attitude towards leadership is formal; communication is top down and directive in style (Hofstede, Hofstede, & Minkov, 2010).

The diagram depicted in Figure 1 shows business meeting cultural communication of the countries. The business meeting shows that the leaders come from diverse cultures to communicate together. Nigeria and India culture both have a top-down leadership style. France is autonomic, and Japan has a slow decision making process that gives everyone. Open communication verbally and in writing will be effective (Stiglitz, 2003).

Figure 1: Cultural Communication



ROLE OF NON-VERBAL COMMUNICATION IN BUSINESS MEETINGS

This will include voice, tone, and the non-verbal actions that have a larger impact on conversations than actual words used like moving of feet or tapping on the table would show someone as nervous or becoming angry. Also, alterations in facial expressions and using gestures send out clues in the business setting. In a business meeting verbal words can be controlled but sometimes nonverbal behaviors can become obvious. For example, eyes are moving around while talking, can incite distrust, and make others feel uncomfortable. In effect communication includes all the processes by which people impact one another (Allwright & Bailey, 1991).

RELATIONSHIP BETWEEN LANGUAGE AND CULTURE

Language is utilized to preserve and express culture and cultural relations. So, the connection amid language and culture is intensely engrained (Tohidian, 2010). From diverse languages come different ideas based on language variances within cultures. Since a person's language is a verbal expression of that person's culture, positive and negative behaviors and interactions emerge. This varies from one locality to another (Brooks, 1968). For example, an awareness of the Nigerian culture through the language shows how Nigerian culture influences the language.

This difference also means that each individual's view of the world will be different. Hence, culture is the principles and performances leading the life of a society for which a particular language is the way of expression. In effect, each individual views is based on the culture of the environment lived in, and language is part of the culture. Knowledge of language can enhance the learning of culture, and different languages come with inherent limitations as well (Allwright & Bailey 1991; Griffith et al., 2006). Language policies must include cultural values which can be used to create awareness and understandings of cultural differences.

CULTURAL DIFFERENCES IN THE INTERPRETATION OF BODY LANGUAGE

Communication can be verbal and non-verbal. Individuals communicate in various ways this can be in form of gestures, glances, expressions, postures, and changes in tone of voice that can prevent the wrong message from accidentally being passed on like a telephone call or letter (Brooks, 1968). Language communications detected through face to face contact makes it extra difficult to hide feelings. Also, when traveling to other cultures, it is vital to comprehend that there are likely to be substantial gender transformations in body language including differences in dressing and grooming (Reiche, Carr, & Pudelko, 2010).

IMPACT OF TECHNOLOGY

Today, computers and information systems are worldwide. Computers influence what and when decisions are made, availability of information, organization of work and employees impression of work. The essential element of management is information processing, so computers influence management, and understanding the information seeking behavior of workers is important for employee motivation. Additionally, organizations have difficulties today because of employees' lack of knowledge of the problems within the business, and people's behavior at work (Stiglitz, 2003; Quinn, 2004). However, cross functional team work is beneficial in organizations to help workers become aware of what each team member does in the organization. With shared information, the problem of coordination is shared which helps leadership as well. Professionals are managed easily through self-coordination, and information systems play a major role for fast communication flow.

Additionally, there is control culture where technology is normally detected as a distinctively positive means for controlling the environs. Subjugation cultures where the existing environment is regarded as inherently progressive and technology is seen with some uncertainty. Harmonization of cultures is where balance is utilized between technology and the existing environment (House et al. 2004; Hofstede, Hofstede, & Minkov, 2010).

CONCLUSION

Effective leadership style involves switching intuitively amongst styles, based on the persons being led and labor that needs to be completed. The style should create confidence, respect, and balance the requirements of the business with the needs of the group. Leadership style is not just centered on a set of qualities, actions, or effects, it includes having an extensive range of abilities and approaches available. Transformational leadership approach is often highly effective as shown by all the authors, because of being flexible and adaptive in leading. Effective leaders are great thinkers with high ethical standards who believe in the entering the fundamental state of leadership that transforms self, and helps others with reflections (Quinn, 2004; Newton, 2010).

In addition, Hofstede's Cultural Dimensions can be used for analyzing a country's culture (Chiang, 2005; Hofstede, Hofstede, & Minkov, 2010). This will aid employees of divergent cultural backgrounds in feeling comfortable. It will also help unite employees to work together meritoriously as a group (House et al., 2004; Reiche, Carr, & Pudelko, 2010).

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