

# Questions

## asked by the leaders of multicultural teams

- > How do I ensure high productivity and loyalty in my multicultural team?
- > How do I build a new team culture which, instead of ignoring cultural differences, will utilise them to create synergies?
- > Which beliefs and attitudes influence my leadership style and where will I struggle in leading people from other cultures?
- > How do I recognize where poor performance results from culture and where from other factors?
- > How do I best promote myself and my team inside the organisation and thus ensure influence in decisionmaking over the long term?
- > How do I deal with my stress which comes from a high level of unpredictability, typical for intercultural environment?

## And also:

- > What can I expect that the individual team members will do if they have a better idea?
- > What will they do if they receive wrong or incomplete instructions?
- > What do I receive when I expect constructive feedback?
- > Which approaches to problem solving can I expect?
- > What will it mean for them if I offer them bonuses or individual development or if I praise them publicly?
- > Will they - and if so, how - change their behaviour when they communicate with a superior?
- > What will they think of me when I openly tell them what I think?
- > What will they do if they have a different opinion, if they disagree or when they've made a mistake?