

Unit 8 Assignment

Course name

Professor Name

University Name

11/11/2025

Team Roles, and Diversity, and Multiculturalism

The new manager's role should be for this project

Angel's role as the new manager is to lead her virtual team by clearly setting the goal of the organization. She explains the responsibilities of each member and also makes sure every team member knows about effective communication. She should help the team members work together. She solves the difficult problem quickly and offers support to people with different levels of experience. Her job involves encouraging respect for each person's background and building trust so the team can work together effectively.

Assess the diversity and multiculturalism of the team that the manager disbanded.

When Angel started her business, she gathered a team. She hired Paul, an engineer and designer from Providence, Rhode Island, who had two years of experience. Then there was Owen, another engineer and designer from Canada with five years of experience. She also brought in a new marketing person from Milwaukee, Wisconsin. Bob, a salesperson from Southern California, had ten years of experience. Tom, who worked in customer service and installation, came from Nevada and had three years of experience. This shows the team has geographic and functional diversity. The group members lacked guidance and appreciated cultural and professional differences, leading to conflict.

Was the team truly diverse?

The team looked diverse because it had members from different areas and departments. This diversity was not used well. According to the reading materials, true diversity is not about being from different places or backgrounds (Manning & Curtis, 2007). It highlights different ways of thinking. The worker's communication style and working pattern are also different. In Angel's team, Paul and Owen had different engineering skills in each department: marketing,

sales, and customer service, respectively. They have their own way of solving the problems. The team had different people.

Diversity and Multiculturalism

Recommendation

Angel should start by making sure everyone knows their responsibility. She should also create a space where team members share their opinions about their working patterns and their different backgrounds (Oham & Ejike, 2024, p.90). She can set up regular meetings with the team members to help track the progress of the work. She also offers training on working together online, understanding different cultures (Eden *et al.* 2024, p.110). It gives people roles that match their strengths. It is essential to set a common goal and show respect for everyone, which will help the team to work together and engage.

Explains how diversity and multiculturalism benefit the team and the result

Diversity and multiculturalism help the team in several ways. Team members share different ideas to solve problems and share their different working experiences.

Challenges and Solutions

The team members always struggled with misunderstandings and unclear communication. These challenges can be solved by setting clear goals and encouraging respectful ideas. Angel should encourage culture awareness discussions that help the team members understand each other's opinions. It will help to improve the collaborative task.

Selection and Coaching

A selection process is needed for the formation of this team

Angel should assess different members' skills, their experience levels, cultural awareness, and communication styles to select balanced members who collaborate effectively.

The selection process should take into consideration different members' skills, their experience levels, and cultural awareness. These help to create a well-balanced virtual team. It is essential to choose people who have good collaboration skills (Manning & Curtis, 2007). It helps to reduce conflicting situations within the team.

Coaching for Delegation, Motivation, and Support

I would coach Angel to clearly define team roles. It is essential to set shared goals and communicate expectations early. She should delegate tasks based on each team member's experience. Angel would provide regular feedback and encourage open discussion to build trust among the team members. Using motivational support that aligns with effective coaching principles.

Reference List

- Eden, C. A., Chisom, O. N., & Adeniyi, I. S. (2024). Online learning and community engagement: Strategies for promoting inclusivity and collaboration in education. *World Journal of Advanced Research and Reviews*, 21(3), 232-239. <https://doi.org/10.30574/wjarr.2024.21.3.0693>
- Manning, G., & Curtis, K. (2007). *The art of leadership*. New York, NY: McGraw-Hill Irwin.
- Oham, C., & Ejike, O. G. (2024). Creativity and collaboration in creative industries: Proposing a conceptual model for enhanced team dynamics. *Magna Scientia Advanced Research and Reviews*, 12(1), 185-188. <https://doi.org/10.30574/msarr.2024.12.1.0172>