

Chapter 5 Teamwork 1

In our international group, during these weeks, we have been learning more about e-learning and since we have been having online classes by Teams, we have been experiencing it. So, this is what we have learned about it, more specifically focused on three 3 base problems: speed of making decisions, feeling comfortable in the meetings and quality of output, brainstorming with another 3 criteria for each country: Personal experience; Reasons and Lessons learned. Each one of us made a table about what we think about those questions and then we combined opinions in one other table to conclude.

Table 1

German Perspective

GERMAN PERSPECTIVE			
Criteria	Speed of Making Decisions	Feeling Comfortable in Meetings	Quality of Output
Experience	Moderately paced	Initially reserved	Diverse and innovative
Reasons	Emphasis on precision, diverse work styles, cultural openness	Preference for structured meetings, initial hesitation due to unfamiliarity	Rich pool of ideas, varied perspectives, emphasis on efficiency
Lessons Learned	Effective cross-cultural communication, Structured brainstorming sessions, fostering a creative environment	Ice-breaking activities, Cultural Sensitivity training, open communication channels	Embracing diversity, promoting collaboration, Continuous learning

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The "German Perspective" is characterized by a moderate pace in decision-making, initial reservation in meetings, and a focus on diverse and innovative output. The reasons behind these characteristics include an emphasis on precision, diverse work styles, and cultural openness. The lessons learned highlight the importance of effective cross-cultural communication, structured approaches to brainstorming, fostering a creative environment, and addressing initial hesitations through ice-breaking activities and cultural sensitivity training. Additionally, embracing diversity, promoting collaboration, and maintaining a commitment to continuous learning are considered essential for success.

Table 2
Croatian Perspective

CROATIAN PERSPECTIVE			
Criteria	Speed of Making Decisions	Feeling Comfortable in Meetings	Quality of Output
Experience	Steady	Initially cautious	Collaborative and inclusive
Reasons	Openness to new ideas, adaptability, willingness to learn from other cultures	Polite communication style, initial apprehension in diverse settings	Team-oriented, inclusive approach, emphasis on team achievements
Lessons Learned	Embracing cultural diversity, mutual respect, regular team-building activities	Encouraging active participation, addressing language barriers, promoting mutual respect	Valuing diverse talents, promoting teamwork, recognizing individual strengths

The "Croatian Perspective" is characterized by a steady pace in decision-making, initial caution in meetings, and a collaborative and inclusive approach to output. The reasons behind these characteristics include openness to new ideas, adaptability, an enthusiasm to learn from

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other cultures, a polite communication style, and initial apprehension in diverse settings. The lessons learned emphasize the importance of embracing cultural diversity, promoting mutual respect through team-building activities, encouraging active participation, addressing language barriers, and recognizing and manipulating individual strengths within a collaborative team environment.

Table 3
Spanish Perspective

SPANISH PERSPECTIVE			
Criteria	Speed of Making Decisions	Feeling Comfortable in Meetings	Quality of Output
Experience	Moderate to fast	Initially warm	High-quality and efficient
Reasons	Adaptable work styles, Openness to change, willingness to experiment	Warm and engaging communication style, emphasis on team bonding	Focus on excellence, efficient workflows, Synergy in teamwork
Lessons Learned	promoting flexibility, encouraging adaptability, fostering collaborative spirit	Building trust within the team, promoting active participation, addressing potential conflicts proactively	Leveraging collective expertise, emphasizing continuous improvement, providing mentorship

The "Spain Perspective" is characterized by a moderate to fast speed in decision-making, an initially warm atmosphere in meetings, and a focus on high-quality and efficient output. The reasons behind these characteristics include adaptable work styles, openness to change, willingness to experiment, a warm and engaging communication style, and emphasis on team bonding. The lessons learned underscore the importance of promoting flexibility, encouraging

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adaptability, fostering a collaborative spirit, building trust, addressing conflicts proactively, and leveraging collective expertise for continuous improvement through mentorship.

Table 4
Portuguese Perspective

PORTUGUESE PERSPECTIVE			
Criteria	Speed of Making Decisions	Feeling Comfortable in Meetings	Quality of Output
Experience	Moderately paced	Initially friendly	Creative and dynamic
Reasons	Open-mindedness, willingness to explore new avenues, adaptability,	Friendly and inclusive approach, emphasis on building personal connections	Creative problem-solving, dynamic brainstorming, collaborative mindset
Lessons Learned	Encouraging creativity, promoting Cultural awareness, fostering and inclusive environment	Team-building exercises, promoting open dialogue, celebrating cultural diversity	Nurturing innovation, encouraging experimentation, providing mentorship

The "Portuguese Perspective" is characterized by a moderately paced decision-making process, an initially friendly atmosphere in meetings, and a focus on creative and dynamic output. The reasons behind these characteristics include open-mindedness, a willingness to explore new avenues, adaptability, a friendly and inclusive approach, and an emphasis on building personal connections. The lessons learned underscore the importance of encouraging creativity, promoting cultural awareness, fostering an inclusive environment through team-building exercises and open dialogue, and nurturing innovation by encouraging experimentation and providing mentorship.

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After analyzing each individual perspective, we came with the following table:

Table 5*Team Perspective*

Criteria	Variation 1 (Cross-Cultural)	Variation 2 (Same Cultural Background)
Speed of Making Decisions	Slower due to diverse perspectives and potential language barriers	Faster due to shared cultural understanding and common communication norms
Feeling Comfortable	Initial discomfort due to cultural differences, but improves over time with increased understanding and adaptation	Generally comfortable from the beginning due to shared cultural norms and familiarity
Quality of Output	High quality due to diverse viewpoints, leading to innovative solutions	Also high, but may lack the richness of perspectives present in cross-cultural teams

Analyzing the table, we can conclude that Cross-Cultural Experience embraces diversity and invests in cultural competency training. This suggests that in a diverse work environment where team members come from different cultural backgrounds, it is essential to embrace this diversity and provide training to enhance cultural understanding and competence. We suggest encouraging team-building activities, promote open communication, and establish clear guidelines to bridge cultural gaps. To foster a harmonious working relationship in a cross-cultural setting, it's recommended to engage in team-building activities that encourage collaboration, such as group work or educational games. Additionally, promoting open communication and establishing clear guidelines can help bridge any cultural gaps that may arise.

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The lesson that we can take from Same Cultural Background Experience is that leverage shared cultural understanding for efficient collaboration. In situations where team members share the same cultural background, it is crucial to leverage this shared understanding to enhance collaboration and efficiency. Introduce diversity training even within same-cultural teams to foster a culture of inclusivity, ensuring that diverse perspectives are valued. In situations where team members share the same cultural background, it's crucial to leverage this shared understanding to enhance collaboration and efficiency. Even within teams with a shared cultural background, introducing diversity training can be beneficial. This ensures that all team members, despite their cultural similarities, appreciate and value diverse perspectives. It helps create an inclusive work culture.

To conclude, implementing these suggestions, it is possible to optimize both experiences. For cross-cultural teams, the focus is on understanding and embracing diversity. For same-cultural teams, it is about recognizing that diversity goes beyond cultural differences and ensuring that everyone's unique perspectives are acknowledged and valued. The ultimate goal is to foster effective collaboration regardless of the cultural context.