Remote Control – The art of leading Global Teams
Critical four components:
The four critical areas for remote control

- Control
- Trust
- Identity
- Collaboration
Collaboration Challenges
Power Distance

The extent to which the less powerful members of institutions and organisations within a country expect and accept that power is distributed unequally
The degree of interdependence a society maintains among its members. A high score is high individualism and a low score reflects a preference for interdependence.
A high score on this dimension indicates that the society will be driven by competition, achievement and success, with success being defined by the winner / best in field.
Uncertainty Avoidance

How society deals with control / lack of control of the future. This ambiguity brings with it anxiety and different cultures have learnt to deal with this anxiety in different ways.
AMANDA: "I KEEP MY PERSONAL AND PRIVATE LIFE SEPARATE."

NISH: "I SPEND LOTS OF TIME WITH COLLEAGUES AFTER WORK."
AMANDA: "THE TASK IS STRONGER THAN THE RELATIONSHIP."

NISH: "THE RELATIONSHIP IS STRONGER THAN THE TASK"
AMANDA: "THE BOSS SHOULD BE CHALLENGED OPENLY IF NEEDED.'

NISH: "THE BOSS IS ALWAYS RIGHT.'
AMANDA: "I LIKE CERTAINTY."

NISH: "I'M COMFORTABLE WITH UNCERTAINTY."
AMANDA: "MY OPINION IS PRETTY FIXED."

NISH: "MY OPINION IS FLEXIBLE."
DEVELOPMENTAL MODEL OF INTERCULTURAL SENSITIVITY

Mono cultural

Transition

Denial

Polarize

Minimize

Accept

Adapt

Multi cultural