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THE ROLE OF CULTURAL TRAININGS AND ADAPTIVE LEADERSHIP STYLES IN ENHANCING THE PRODUCTIVITY OF MULTICULTURAL TEAMS

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Abstract. *This paper investigates the role of cultural training and adaptive leadership styles in improving the productivity of multicultural teams. Cultural diversity within teams can lead to challenges such as misunderstandings, conflicts, and reduced performance. The study highlights that targeted cultural training and adaptive leadership styles significantly contribute to overcoming these challenges, promoting better interaction, understanding, and higher productivity. Based on empirical data from a survey of 78 participants from various international IT companies, the study applies cluster analysis and regression modeling to analyze the impacts. Practical guidelines for managers and team leaders on implementing effective cultural training and adaptive leadership strategies are provided.*

Keywords: *cultural training, adaptive leadership, multicultural teams, team productivity, management effectiveness.*

Introduction.

In the global business environment, organizations frequently form multicultural teams to leverage diverse perspectives and competencies. However, without adequate preparation and appropriate leadership approaches, cultural diversity can lead to conflicts and decreased efficiency. Thus, the objective of this research is to explore the effectiveness of cultural training and adaptive leadership styles as tools for improving team productivity.

Main text.

Cultural training equips team members with knowledge and skills necessary to understand and respect cultural differences, enhancing their ability to collaborate effectively. Empirical findings indicate that cultural training significantly reduces misunderstandings and conflicts within teams, thereby increasing overall productivity.

Adaptive leadership, characterized by flexibility and responsiveness to diverse cultural needs, is equally critical. Leaders who demonstrate adaptability in their management approaches effectively mitigate cultural barriers and foster a supportive team environment. Regression analysis results demonstrate that adaptive leadership positively correlates with higher productivity in multicultural teams.

The study's cluster analysis identified three primary types of multicultural teams based on their adaptability and leadership approaches: highly adaptive, partially adaptive, and conservative. Teams led by adaptive leadership styles showed superior performance metrics, highlighting the importance of flexibility in multicultural contexts.

Conclusions.

Effective cultural training combined with adaptive leadership approaches substantially boosts productivity in multicultural teams. Organizations should prioritize regular cultural competence training sessions and foster adaptive leadership practices to maximize their multicultural teams' potential.

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