***All Hands on Deck***

*Instructions: Included are vignettes, or incidents, that represent a cross-cultural misunderstanding or conflict. Read the incident and respond to the following prompts as best and thoroughly as possible.*

**Introduction**

Employees—all of equal rank and abilities—at a top astronomy research center are meeting to discuss roles and responsibilities for an upcoming project. The employees are Jim, Melissa, Alan and Scott. Jim has been assigned by their director, Gary, to gather team input and decide who will fulfill each of these four roles: execution, evaluation, communications and research.

*Jim:  Next week as you know, we’ll be launching the new project—Satellite Saturn. Gary picked me to talk to you about how we’re going to divide up the work. We’ve got four areas to cover: communications, research, execution and evaluation. We’ve got three months to complete it.*

*Alan:  Three months?! So this is an all hands on deck project. Sounds like we all have to pull some all-nighters.*

*Jim:  Let’s get to the roles. Execution—this one will require defending our task force’s work to the Board. We need someone in-the-know and direct.*

*Scott:  Gary picked you to lead this meeting, so…*

*Jim:  Sure, I’ll do it. Okay, evaluation. We need someone to create the eval protocols. Who’s our numbers expert?*

*Melissa:  For this piece, I was thinking we should connect with the evaluation team on Satellite Mars, and possibly use their plan as a model for ours…*

*Scott:    (Interrupts Melissa) What she’s saying is there’s no need to reinvent the evaluation wheel if another company unit has already done this. I think it’s a great idea. I can take this on.*

*Jim:  Perfect. Communications—we need someone people can identify with.*

*Alan:  I’ve got 5,000 followers on Instagram (laughs). I can be the face of it.*

*Jim:  That leaves research. This one is not so stressful. Melissa, this would probably be a nice fit for you…I know you’ve got a baby. Cool?*

*Melissa:  Fine. (She picks up her things and walks out the door).*

*Alan:  What’s up with that? Didn’t we say ‘all hands on deck?!’*

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**Prompts**

1. Identity the main conflict(s) or misunderstanding(s) in the Culture Scope incident.
2. What might have contributed to the conflict(s) and/or misunderstanding(s)? In crafting a response, please address at least two points: the impact of possible diverse (and thus, conflicting) norms, values and expectations; and secondly, the role of power, privilege and inequity in shaping participants’ response(s).
3. How might an individual with greater intercultural competency skills have handled themselves in any of the participants’ roles?
4. If you were asked to advise on this cross-cultural dilemma(s), what factors would you consider or what approach would you take?

Post Assessment Additional Questions:

1. As you read this scenario, did your thoughts and perspectives change at all since the beginning of your FlagSHIP course?
2. If you do think your thoughts and perspectives have changed, how so?  What would you do or say differently?