Leadership styles can increase the effectiveness of leader in different environments and situations. Leaders can be more effective if they can adapt leadership styles to situations and followers. Leaders most possess the ability to identify indications of different environment and situations to vary their behavior. The majority of the countries in the world are now multicultural. The diverse governments regulate people of different ethnic and cultural backgrounds. Different nations practice numerous religions, speak multiple languages, and have diverse groups. The different cultures and opinions create frictions in the relations between societies. We have to recognize these challenges. Cultural blending in the United States throughout the years has formed a complex culture. These multicultural societies, such as the one in the United States, confront many issues. These issues range from education to religion and to their value system.

“Cultural competence refers to an ability to interact effectively with people of different cultures, particularly in the context of human resources, non-profit organizations, and government agencies whose employees work with people from different cultural/ethnic backgrounds” Martin & Vaughn (2007). By increasing cultural competence, one can generate an ability to understand, communicate with, and effectively interact with people across cultures.

Mason (2010) clarified that:

Religious difference is a point of contention everywhere. People are affiliated by religion. How then to overcome religion based differentiation? The answer has been sought in the modern value of secularism. And it has been enshrined in constitutions of many nations. This value has taken care of religious pluralism. Secularism is a product of evolution of the modern state system and is not antithetical to religion. Secularism requires that use of religion should be possibly private and minimal.

Wankhade (2011) addressed the culture clash in multicultural societies by stating, “A few traits in a culture can be cleansed and some need to be appreciated by the process of cultural assimilation. How then to achieve cultural assimilation? This is feasible if cultures are permitted to mingle. And people have to make concerted efforts to break the social barriers.” The education system needs a renovation. This system must include mechanisms that instruct acceptance and respect for each other. “The education system should be prioritized to mold an individual of a society into a humble and caring human being at the first place. Every individual should learn the collective history analytically. Wankhade (2011)

All cultures possess their own value structure. In multicultural societies, these structures differ with each other. A shared structure must develop to have a system that is adhered by all. The arrival of globalization and the information revolution has helped to tear down many barriers. The world is developing present standards of civilization and prudence that are pertinent to every culture. “Like physical evolution, social evolution will take a long time to settle at an amiable universal value system. Till then, we have to reframe our systems and policies that should be tuned to the needs of multicultural societies. Mason (2010)

Regrettably, nowadays scandals are part of our ordinary lives. A new exposure of an allegation or revelation of misconduct by some public or private figure goes on a weekly basis. Society is becoming accustomed to public officials’ improprieties or illegal acts. But society should be forceful in eradicating this feeling. As Capio (2006) exposed:

Public employees shall not use their public offices for illicit private gain; they must act impartially and fairly toward all; they must operate in full public view; they must jealously guard the taxpayer's scarce resources entrusted into their care; and they must serve the public's best interests at all times, under all circumstances.

It appears that the constant flood of bad news, which might have been shocking at one time, is now rather routinely accepted. Have we become numb to it all in the same way that constant exposure to violence on television, in the movies, and in computer games has raised society's level of acceptance for it? Have we come to accept misconduct as ordinary as some sort of logical, if not inevitable, extension of human behavior-so that it takes even greater illustrations of it to harvest our indignation?

References:

Mercedes Martin & Billy Vaughn (2007). “Strategic Diversity & Inclusion Management” magazine. Pp. 31-36. DTUI Publications Division: San Francisco, CA.

Rebecca Mason. (2010). Reorienting deliberation: Identity politics in multicultural societies. *Studies in Social Justice, 4*(1), 7-23.

Wankhade, L. (2011). Issues of Multicultural Societies. *World & I*, *26*(4), 9.

Capio, R. (2006, Ethics in government procurement. *Contract Management, 46*(3), 34-36. Retrieved from <http://search.proquest.com/docview/196309786?accountid=27965>