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COMPARISON OF UKRAINIAN AND ENGLISH MANAGEMENT STYLES, CULTURAL DIFFERENCES AND THEIR INFLUENCE ON BUSINESS IN PRACTICE

Despite sharing a common features, Ukraine and England have different cultural identities that shape their respective management styles. This article will explore the key differences in how authority, communication, time management, teamwork, and risk-taking are approached in the workplace. Understanding these cultural nuances is crucial for navigating cross-cultural business relationships and achieving successful collaboration.

1. Hierarchy and decision-making: contrasting approaches to authority and autonomy:

- **Ukraine:** Centralized authority. Ukrainian management style is predominantly top-down, with a clear hierarchical structure and well-defined roles and responsibilities. Decisions are often made at the upper levels of the organization, with little autonomy granted to lower-level employees.

- **England:** Distributed authority. In contrast, the English management approach tends to be more decentralized, with a flatter organizational structure that encourages employee autonomy and independent decision-making. There is a greater emphasis on empowering individuals at all levels to contribute to the decision-making process.

2. Communication styles: directness vs. diplomacy in the workplace:

- **Ukrainian Communication:** direct and assertive. Ukrainian managers are typically more direct and assertive in their communication style, often speaking openly about issues and not hesitating to voice their opinions. They value clear, unambiguous messages and expect their employees to communicate in a similar manner.

- **English Communication:** Diplomatic and Nuanced. In contrast, English managers tend to be more diplomatic and nuanced in their communication, often using subtle cues and indirect language to convey their messages. They place a high value on maintaining harmonious relationships and avoiding confrontation, even if it means being less direct.

3. Attitudes towards time and planning: flexibility vs. structure:

- **Ukrainian Approach.** Ukrainian managers tend to have a more flexible and fluid approach to time management, often adapting their schedules and plans as situations evolve. They are comfortable with last-minute changes and may prioritize immediate tasks over long-term planning.

- **English Approach.** English managers, on the other hand, typically

value structure and meticulous planning. They prefer to adhere to established schedules and timelines, and may view unexpected changes or deviations from the plan as disruptive.

4. Teamwork and collaboration: individualism vs. collectivism:

- Ukrainian Collectivism. Ukrainian business culture is often characterized by a collectivist approach, where the group's interests and harmony take precedence over individual achievements. Ukrainians tend to value teamwork, cooperation, and a sense of shared responsibility in the workplace

- English Individualism. In contrast, English business culture tends to be more individualistic, where employees are encouraged to showcase their personal accomplishments and contributions. There is a greater emphasis on individual initiative, recognition, and career advancement.

5. The influence of national culture on business in practice.

Firstly, historical and societal factors. The distinct management styles of Ukraine and England are deeply rooted in their respective histories, traditions, and societal norms. Understanding the cultural, political, and economic factors that have shaped these differences is crucial for effectively navigating cross-cultural business relationships. Secondly, adaptation and flexibility. While the cultural differences between Ukrainian and English management styles can pose challenges, they also present opportunities for growth and learning. Successful cross-cultural collaboration requires a willingness to adapt, compromise, and draw from the strengths of both approaches.

Ultimately, the key to navigating these cultural differences lies in fostering mutual respect, open communication, and a genuine appreciation for the unique perspectives and experiences each party brings to the table.

References:

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