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From time to time I see or hear something that I think is worth sharing. This blog serves that purpose. It is an ongoing work in progress that I will add to from time to time.

My hope is that what interests and shapes me personally and professionally may be of interest to others. If something I share resonates for you, I welcome your contributions and feedback.

“What about multiculturalism?” Introducing ambiculturalism?

When I talk at business events about my bicultural leadership approach. I am regularly met with the comment, “What about multiculturalism?”

Embarking on an explanation of history and theory is not the thing to do in a professional networking forum. However, it is such a common question that inspired me to look for ways to speak about the cultural foundations of JUST Leadership© in a more accessible way for the business world.

A concept that fits well is Ambiculturalism. In short this involves bridging cultural divides (such as Indigenous, Eastern and Western perspectives). It does this by bringing together selected organisational values and principles from two or more cultures for the purpose of creating and enhancing wellbeing, wealth and service to society (Chen, 2014; Nicholson et al., 2019). It was first developed as a way for Chinese and American companies, who operated from quite different business practices, to work together (see the articles below for more detailed explanation). The ideas have since been researched and developed in Aotearoa New Zealand for organisations that include employees who identify with Indigenous (Māori), Eastern and Western traditions.

Ambiculturalism is a great starting point for organisations wanting to develop inclusive workplace cultures. Teams can identify ways to bridge cultural divides, celebrate cultural diversity and weave culturally inclusive values and practices into the fabric of the organisation.

JUST Leadership© is a framework made up of four categories – Relationship, Power, Organisational Culture and Perspective. Each category lists several principles, all of which can be adapted to include different ethnocultural perspectives. Practical activities are included to guide practise and refine leadership skills in the workplace. JUST Leadership can be shaped to include the diverse cultural

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1 There are good reasons for using the term biculturalism, particularly in Aotearoa New Zealand. For example, the Treaty of Waitangi, which currently guides business practice in Aotearoa, was signed by two parties – Māori and The Crown. Today, as in 1840, there are many people from different ethnocultural origins who have made Aotearoa their home. They are included included in the bicultural structure.
perspectives found in any organisation. It is a socially responsible approach that puts people, culture, values and relationship at the heart of the organisation.

You can learn more about JUST Leadership here. Download a JUST Leadership Brochure or Contact Us for more information.

Adventurous Conversations Ltd work with organisations to develop values driven, people centred, relational and collaborative culture and relationships. Call, email, or book a no obligation 30-minute introductory consultation if you want to turn the tide towards more relational organisational culture and approaches.

References