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## Change management and culture

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### Keywords

Culture, Change Management, Diversity

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### Abstract

*This paper explores alleviating cultural diversity changes in the workplace by providing managerial support to employers. The 21<sup>st</sup> century workforce often entails dealing with employees who have different attitudes toward time, status and roles, relationships, responsibility, decision-making, and technology. Due to these challenges management must effectively manage diversity, managers and supervisors must be aware of the values, motivations, communication styles, attitudes, and needs of their employees. Research shows employees in the 21<sup>st</sup> century may consist of employees of different age, sex, racial composition, and national origin; the challenge to managers and supervisors is magnified. With people of different cultural backgrounds and ethnicity's working together the differences in language and culture can make communication difficult, it can also lead to discomfort and misunderstanding. Management team must realize that diversity work requires a very substantial effort.*

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