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Intercultural Reflection Analysis

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Introduction

Earlier this semester, I had the pleasure of attending two events for my Human Resources Management class. These two events were *Written in Water* by the Ragamala Dance Company and two class sessions with American broadcaster Callie Crossley.

Written in Water was a performance by a Minneapolis-based group called Ragamala Dance Company. *Written in Water* explores the heights of ecstasy and the depths of longing to connect the human experience with the transcendent. Rooted in the South Indian dance form of Bharatanatyam, this Minneapolis-based company is celebrated for pairing Western aesthetics with an Indian ethos.

The second event was the class sessions in human resources and business law with Callie Crossley. Crossley is a Boston based radio and tv host, commentator, and public speaker. Crossley is a multiple award winner journalist and documentary filmmaker, including a National Emmy. She is the first African-American to win an Oscar nomination in the Documentary Feature category. We discussed topics from racial biases to age and technology barriers.

In my cultural reflection paper, I created a comparison of these two events based on the following human resource functions:

1. Experiential learning - a process through which students develop knowledge, skills, and values from direct experiences outside a traditional academic setting.
2. Tolerance of ambiguity - a psychological construct that describes the relationship that individuals have with ambiguous stimuli or events.
3. Intellectual diversity - an element of creativity whereby societies, organizations, teams and processes that have diverse thinkers are more likely to generate diverse ideas.

Methods

After observing each event, I took thorough notes to best preserve my experience and thoughts.

In my reflection, I both compared and contrasted *Written in Water* and Crossley's sessions.

By evaluating both events using each human resource function, I was able to look back on each experience through a certain lense which enabled better comprehension and connection to human resource practices. I was able to think through the process of how each event did or did not apply to a selected human resource function, and if so, to what extent. After determining each events relation to my selected HR functions, I could then compare and contrast the experiences with one another. I was able to establish similarities and differences of each event and what aspects made them unique and one of a kind.



Callie Crossley

Results

One main contrast of both Ragamala and Crossley's sessions was experiential learning. Ragamala offered an actual in-person experience; whereas, Callie Crossley offered stories, examples, and discussions. Experiential learning enables people to learn from real-world experiences of different cultures through mediums such as Ragamala's performance. While both experiences provided ample educational value, they were different in the types of learning they used.

Two similarities were tolerance of ambiguity and intellectual diversity. Ragamala Dance Company - *Written in Water* and Callie Crossley's class sessions both had degrees of uncertainty, unpredictability, and multiple demands creating tolerance of ambiguity. Ragamala and Crossley also had intellectual diversity. The different perspectives and intellectual viewpoints offered are extremely different from my own therefore creating intellectual diversity.

As a potential future human resource manager, this reflection and analysis is extremely useful, because it offers insights into considerations that have become commonplace in the human resources industry.



Ragamala Dance Company

Conclusions

Culture is everywhere in the world around us. In our globalized world, it is important for people to understand how to coexist and experience a different culture especially when considering international human resources. As GBUS majors, this is especially true. I have compared and contrasted my experiences of Ragamala Dance Company - *Written in Water* and the class sessions in Human Resources and Business Law with Callie Crossley. I examined the themes of experiential learning, tolerance of ambiguity, and intellectual diversity.

This reflection directly applies and embodies the objectives of this course, Human Resource Management. It considers ethics and synergizes with the Benedictine values of the College of Saint Benedict and Saint John's University, specifically hospitality and community. It also applies to the goal of explaining the changing global workforce and organizational staffing objectives. As globalization continues to become not just normalized but expected, business will begin to look internationally for talent and recruitment. This new access to international talent will also bring new ideas and greater diversity, bettering business.

Bibliography

1. Ragamala Dance Company, (2020, February). *Written in Water*. Gorecki Family Theater, College of Saint Benedict.
2. Callie Crossley, (2020, February). Business Law and Human Resource Management Class Lectures. Simons Hall, Saint John's University.