

**ORGANIZATIONAL SKILLS**

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- are clear with all concerned on the mutual benefits and risks in the endeavor
  - use culturally appropriate methods of feedback, reward, and sanctions when managing local staff (and indeed expatriate staff)
  - can maintain harmonious relations even when disagreeing with colleagues
  - contribute innovative ideas for achieving the assignment's goals
- weigh carefully the various considerations raised by co-workers and stakeholders and avoid impulsive decisions about how to achieve the assignment's goals

