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Description of the Leader

The selected leader for this assignment is David Wichmann, the chief executive officer of the UnitedHealth Group. He was the principal finance director of the Alleghany underwriting company in 2001. Before he became the CEO of the UnitedHealth Group in 2017, David Wichmann was the president of the UnitedHealth Group from November 2014, and he was as well an associate of the previous CEO. Moreover, he has directed the UnitedHealth Group's enterprise-wide technology together with the performance effort. He has been participating in spearheading the next generation of digital technology of the firm (Hunter et al., 2013). Wichmann is also a leading force in the UnitedHealth Group's program to motivate and drive innovation within the company (Hunter et al., 2013).

Description of Organization

The UHG is a Fortune 6 Company that focuses on helping people live better lives while ensuring the organization offers health services to everyone. The company seeks to empower individuals with the information and procedures along with tools to make private health choices (Hunter et al., 2013). For the last two decades, the organization has been jointly working together with other healthcare organizations to advance the healthcare for the older people including continually expanding the Medicare policy (Hunter et al., 2013). The organization has formed a partnership with organizations that are committed to making the healthcare better through creativity, local insight and perseverance in the facets of tremendous challenges. Each year, the organization contributes to and supports over 2300 regional, national and universal organizations through its partnership.

Why the Leader Is Effective in a Multicultural Setting

David Wichmann is effective in multicultural settings because of the application of transformational, servant, and situational leaderships together with the participative one.

Transformational leadership is a relatively fresh strategy that concentrates on how the leaders can establish valuable and positive changes in their followers (Pierro, Raven, Amato, & Bélanger, 2013). The transformational leaders focus on gaining compliance through offering and withholding rewards and benefits while transforming other members of the organization to support one another and the corporation as a whole (Pierro et al., 2013). The supporters of the transformational leader usually develop the feeling of trust, appreciation, and loyalty and they are always more motivated to assist in attaining the goals and the missions of the organization (Pierro et al., 2013). Through this type of leadership, David Wichmann transformed the UnitedHealth Group through building up the organization's rapidly growing Optum health-services branch along with enhancing its core business to benefit the multicultural individuals within the country (Pierro et al., 2013).

The situational leadership equips leaders with the tools required for a skillful detection of the needs of the diverse workforce and changing global market (Avery et al., 2013). These skills helped David Wichmann push for the demands of the workforce of the UnitedHealth Group and attain the mission of the organization through engaging in partnership with other committed healthcare organizations (Pierro et al., 2013). Servant leadership is evident in David Wichmann's valuing and accommodating diverse opinions when planning the achievement of organization's mission and goals, thus making the individuals develop the feeling of being part of the process (Pierro et al., 2013). Through being a participative leader, David Wichmann succeeded in the external development and merger and acquisition efforts together with the healthcare business in Brazil to benefit the people by advancing the quality of healthcare offered (Pierro et al., 2013).

What the Leader Has Done to Create Cultural Synergy

Cultural synergy typically happens when there are several cultures working together in one group (Avery et al., 2013). David Wichmann as the CEO of the UnitedHealth Group has assisted in creating it by building a partnership with the United Health Foundation to enhance the program connecting health services and housing for the people who are struggling with homelessness (Pierro et al., 2013).

Furthermore, he has assisted in the creation of a Diverse Scholars Initiative which helped boost the quality of health across all the cultural groups, including minorities (Avery et al., 2013). The program has drawn together various students with different cultural backgrounds, thus significantly resulting in cultural synergy.

Strategies Used by the Leader to Create Cultural Synergy

The strategies and techniques used by a leader to develop cultural synergy entail a shared way of working together, building trust, and observing cultural differences (Avery et al., 2013). David Wichmann used a shared way of working together as a strategy for developing a cultural plan within the organization. Observation of cultural differences has helped the leader clearly understand and accept the diverse cultures in the organization, thus contributing to the creation of cultural synergy. It is recommended that the leader should embrace cultural polycentrism leadership style to enhance the cultural synergy (Avery et al., 2013).

How the Leader Should Manage the Cultural Synergy

Encouraging the employees to work in diverse work groups would be helpful as it makes each of the employees learn to respect the culture of their colleagues, thus reducing the chances of cultural discrimination which would adversely impact the organization through lowering the employees' work morale, which, in turn, would result in reduced productivity of the organization (Avery et al., 2013). Setting a single standard of rules that apply to all the employees regardless of their background is also needed. Each of the potential employees should be equally treated when a decision on the employment is made (Avery et al., 2013). The set standard of rules for all the employees within the organization irrespective of their culture promotes cultural equality, thus leading to the managed cultural synergy (Avery et al., 2013).

In addition, the leader should avoid making assumptions about the workers from a different background, but instead, he should consider each worker as an individual and make a decision based on the strengths and weaknesses of the employee rather than their background (Avery et al., 2013). This will assist in preventing bias.

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