The article "Effects of team diversity, transformational leadership, and perceived organizational support on team-learning behavior" discusses the effects team diversity and moderating effects of transformational leadership has on team learning behaviors of organizations in companies in South Korea (Kim, 2017). The article classified diversity into surface-level diversity, deep level diversity, as well as differential attitudes towards diversity. The article shows that team diversity had negative effects on team learning behavior. The article also reveals that in teams with strong leadership, the negative effects of deep-level diversity reduced in a significant way. The article also discusses the management strategies that organizations can use to overcome the shortcomings that are as a result of team diversity (Kim, 2017).

The theories explained are important in decision making and in helping organizations come up with better management strategies. Team diversities are a strength to the team, and if used well, they can benefit the organization in a big way. Working in a robust setting, it is important to find out aspects that are not negative to the organization (Kim, 2017). Balancing the strengths and weaknesses of a team is one benefit that comes with a diverse team. Theories put forward by management experts can be used essentially in helping organizations benchmark, strengthen their policies as well as enable them to compete. In conclusion, organizations have a huge responsibility to ensure that diverse teams do not affect the growth of individual team members. Individual team members are the core of most organizations, and therefore, there is a huge need to address all these issues arising from diversity.

References

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