

Group Discussion Guide

Leading in a Multicultural World



Sam Collier

Founder of The Resource Group, Broadcaster, Podcaster and Top-20 Billboard Producer

Discuss the following questions with your table group.
If your time is limited, focus on the questions with a .

1. Sam Collier shared statistics about the increase of multiculturalism in the United States. How have you seen multiculturalism grow in your lifetime so far?

 2. How is your team reflecting multiculturalism right now? Rate your team in the following categories then share with your group.

1 = Low/No

2 = Medium/Some

3 = High/Yes

___ Racial diversity on our team

___ Stated multiculturalism goals

___ Racial diversity in our leadership

___ Willing to take hits for diversity

___ Gender diversity on our team

___ Willing to change culture for diversity

___ Gender diversity in our leadership

___ Diverse people have voice in decisions

___ Age diversity on our team

___ Staff demographics reflect our community

___ Age diversity in our leadership

___ Staff demographics reflect our customers

3. What will be the cost to your organization or team if these numbers don't shift over time?

 4. Collier said the greatest challenge we face in moving toward multiculturalism in our relationships is fear. Which of the following fears resonate the most with you? What would help you overcome that barrier?

What if I make a mistake?

What if I lose myself or my cultural identity?

Will I (or someone I love) lose power if I adapt?

5. What is one next step you can take today to move toward a multicultural future using the role you play on your team?