

EVOLUTION OF GLOBALIZATION

Globalization is an historical process that began with the first movement of people out of Africa into other parts of the world. Traveling short or long distances, migrants, merchants and others have delivered their ideas, customs and products to new lands. The melding, borrowing and adaptation of outside influences are found in many areas of human life. Evolutionary globalization is the scientific study of social evolution and world history. It can summarize all of human history in macro-models, as well as project (not predict) hundreds of years into the future. It concerns very practical matters and challenges a lot of assumptions of the political status-quo.

Early history of globalization

According to most scholars and researchers, it is the modern age which led to the origin of globalization. In this age, wide spread development took place in the field of infrastructure and connectivity. This led to more interaction between the nations and sharing of ideas, culture and tradition took place. All these put a direct impact on the process of globalization. However, there are some scholars who point out that the origins of the history of globalization can be traced back to the ancient civilizations. Scholars who advocate this theory say that the example of the earliest forms of globalization is the trade links between the Sumerian civilization and the Indus Valley Civilization in third millennium B.C. In fact, after this age, there are numerous instances where trade links were established between various countries like India, Egypt, Greece, and Roman Empire and so on. There were regular business links between the Parthian Empire, Roman Empire and Han Dynasty. The popularity of the trade relations led to the development of various trade routes like Silk Road and so on. In the economic scenario, more trade links started taking place between countries on a global scale which influenced global as well as domestic economies to a great extent.

Globalization in the Modern era

Globalization, in the modern sense of the term, came into existence after the Second World War. One of the main factors for this was the plan by the world leaders to break down the borders for fostering trade relations between nations. It was also in this that major countries like India, Sri Lanka, Indonesia and some countries in South America gained independence. As a result, these countries too started having their own economic systems and made established trade relations with the rest of the world. The establishment of the United Nations Organization (UNO) was also a major step in this regard. Gradually, the economic scenario of the world strengthened and it led to better trade relations and communication. Some other factors which have put a positive impact on globalization are:

- Blend of culture and tradition across the countries
- Creation of global corporations, Reduction of transport cost and development of infrastructure Abolition of various double taxes, tariffs, and capital controls
- Promotion of free commerce and trade

CHALLENGES IN BUILDING GLOBAL TEAMS

"Time-zone resentment", conducting meetings consistently in the "middle" zone can create resentment from those having to dial in during the early morning or late evening. "Oldschool leadership", where the command-and-control style may not be appropriate. "Stifled diversity", when force-fitting universal processes can kill creativity.

"Out of sight, out of mind", where real work takes priority over virtual work. "Cannot trust what I cannot see", where a lack of face-to-face contact makes it difficult to build relationships. Five challenges can emerge within global teams: This can also create greater challenges. Many executives say that leading a team spanning borders can be difficult, if not frustrating. Getting their teams in shape can be a slow process and take a great deal of patience, due to the complications of time-zone differences, loss of face-to-face contact, language barriers, technology issues or having different ways of conducting business in different regions. As a result of globalization, the traditional boundaries that existed within organizations are becoming increasingly blurred. This is having an impact on how top teams are being organized in effect, how they must be led. One of the biggest requests and agenda items that arises when coaching chief executives, chief marketing officers and other global leaders today is: "How do I lead my global team effectively?"