**Week 3:**

**Participate in two leading debates on institutions, cultures, and ethics. (1) Opportunism versus individualism/collectivism and (2) cultural distance versus institutional distance.**

**Opportunism versus individualism**

Looking at the issue of Opportunism versus individualism, it all about advancing self-using any opportunity available. Opportunism occurs where a person takes advantage of a situation that presents itself and acts on it immediately. The action of such an individual’s thus does not go through the normal planning stages that are necessary before taking actions. This may or may not be a good thing. On the positive side, opportunities are rare and like the old adage, knock on the door once. A missed opportunity may be quite costly for the organization and thus it may be a good thing to bounce on any opportunity that presents itself (Chen, Peng & Saparito, 2002).On the other hand, collectivism will ensure that the individual is placed at the forefront, bringing about the case of independent doers.

**Cultural distance versus institutional distance**

The case of cultural distance versus institutional distance is brought about by the difference in values especially as pertains to the communications. It is normal for individual and groups to feel different from others and this may be brought about by a variety of things. To start with, there is the core values and integrity of the group or individual (Eden & Miller, 2004).Take for instance a group of worshippers who share common values and another group of let us say atheists. Such groups have different believes and this defines them in a great way. The style of communication for both groups is thus very different. Institutional distance also take shape in the same way as different institutions could have different principles and policies which define what they do and how they behave.

**Week 5:Acquisition or Alliance? Identifying new sources of energy has been an important business opportunity for quite some time. Your firm is interested in acquiring geothermal and solar energy firms around the world that can offer the best growth potential. As part of the leadership team, you must choose between an acquisition or alliance strategy. Discuss some of the advantages and disadvantages of these two strategic approaches.**

Acquisition and alliances are powerful strategies that organization use to strengthen an organization impact on external growth. These strategies are known to work perfectly well with large companies. The strategic acquisition can help in the growth of a business, some of the advantages of using this strategy include.

* Speed- acquisition offers the opportunity for a company to acquire resources and gain more competency quickly
* Broadening the company’s target audience- this is advantageous in terms of  the company gets to tap into an existing market that the company bought had already attracted
* Reduced entry barrier- if a company acquire another company, there is a possibility of decreasing the risk of competitive reactioDisadvantages of the acquisition include:
* Financial consequences- returns from the acquired company may not benefit the stakeholders to an attractive level
* Integration problems- the activities of the new company and the old one may get difficult to integrate, and resistance from employees might arise.

On the other hand, a strategic alliance has its advantages and disadvantages to, but generally, the strategy will help the company in realizing its potential faster. Some of the advantages of this strategy include.

* Sharing of knowledge and resources-partnering of the company with another company; hence, this will provide access to the know-how of the other company.
* Economic advantage- through distributing risks across the members of the alliance cost is reduced within the two companies.
* Strengthening the strategic objectives-.partnering with the company’s competitors can help in the utilization of major resources of the other company to achieve double success.

Disadvantages of the strategic alliance include

* Unequal benefits-this may range from the unequal distribution of power to unequal distribution of benefits gained.
* Lack of trust- this includes pointing fingers upon failure, and this can lead to unsolved issues and lack of understanding between the alliances.

With the comparison of the two, the leadership team would prefer acquisition strategy buying other competing business in geothermal and solar energy across the world, will provide a means of expansion and greater financial success.

**Week 7:**

**Diversification You are a senior leader of a large company that has been considering a diversification strategy for the business. What factors would play into your decision whether to recommend a related (concentric) or unrelated (conglomerate) strategy for expansion?**

In the position of a senior leader in a company,some factors that I would consider for the diversification strategy for businessinclude the financialhealth of the company. This entails conducting a review of the present financial standing as well as the future prospects before considering diversification. This is so because diversification will involve the company spending some money and takingrisks to merge with another. If prosper considerations of the financial health of a company are not made, the diversification process can fail entirely. Therefore I would make the costs of entry intoa market before deciding on the diversification strategy. Another factor would be the attractivenessof the market or industry. This entails checking the current market that the company will be moving in to. If the market is dragging, it means that the company can suffer significant loses of both security and income. It is also important to note that the current or recent market trend should not be used asan indicationof long term engagement. The dimension to be putting place here include market development and market size of potential. Another factor I would consider would be government regulatory policies. This is an important factor since the local and state government policies can limit the entry into a certain market of the industry. These regulatory policies include requirements for licenses and other permits. This can either hinder or promote the diversification of a company through either concentric or conglomerate strategies.