



Ghassan Aouad

Chancellor of Abu Dhabi University, Past President ...

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How High Power Distance Prevents Good Learning

Hofstede's model of cultural differences highlights the issue of power distance, which refers to the clear separation between those in authority and those who are not. In cultures with high power distance, particularly in some Eastern societies, this separation creates barriers to effective learning.

High power distance hinders the development of co-learning cultures where faculty and students learn from each other. Instead of engaging in discussions, many educators adopt a "broadcasting" or "spoon-feeding" approach, limiting students' ability to think critically and express their ideas.

When students are not encouraged to participate or think independently, their development as future leaders is stifled. Good leaders require skills in communication, collaboration, and inspiration, which are often neglected in high power distance environments.

To create a culture of trust and support, educators should work to reduce power distance. This promotes a more positive learning environment that encourages student engagement and fosters excellence.

Understanding power distance is essential for effective leadership and education. By addressing its constraints, leaders and educators can cultivate a more inclusive and dynamic learning atmosphere, benefiting both students and organizations.

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[Hamad Odhabi](#) [Professor Barry O'Mahony](#) [Mohammad Fteiha](#)
[Dr. Anas Najdawi](#) [Khulud Abdallah](#) [Abu Dhabi University](#)



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