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Abstract. Effective use of cross-cultural project teams can provide a source of experience and innovative thinking to improve the likelihood of project success and enhance the competitive position of the organization. Why should companies concern themselves with diversity? Until recently, many managers answered this question with the assertion that discrimination is wrong, both legally and morally. 1. Select Time Horizon. Identify the desired time horizon for the problem at hand. The length of time will provide a guide for determining which variables to select and study further. Having a time horizon of two years, for example, will have different critical variables than those associated with a time horizon of 20 years. Introduction Law, Policy, and Other Guidance. This volume is the basic policy document of the National Park Service (NPS) for managing the national park system.