

Workshop: Cultural differences in Practice

Benelux – The Nordics - Ireland

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This workshop is based upon the content of Julien S. Bourrelle's lecture. It is meant to help you understand, apply and remember the concepts Julien introduced.

Part 1: Comment on these statements individually from a national cultural perspective and write short explanations for your answers. Discuss your answers within the group focusing on national cultural differences. Discuss differences in culture at the corporate, generational and gender level. Write down comments and examples for the plenary session. (ca. 10min)

“Open disagreement in meetings improves the quality of decisions.”

“It is acceptable to challenge a colleague publicly in a meeting.”

“It is acceptable to challenge your superior publicly in a meeting.”

“If I disagree, I should say it immediately.”

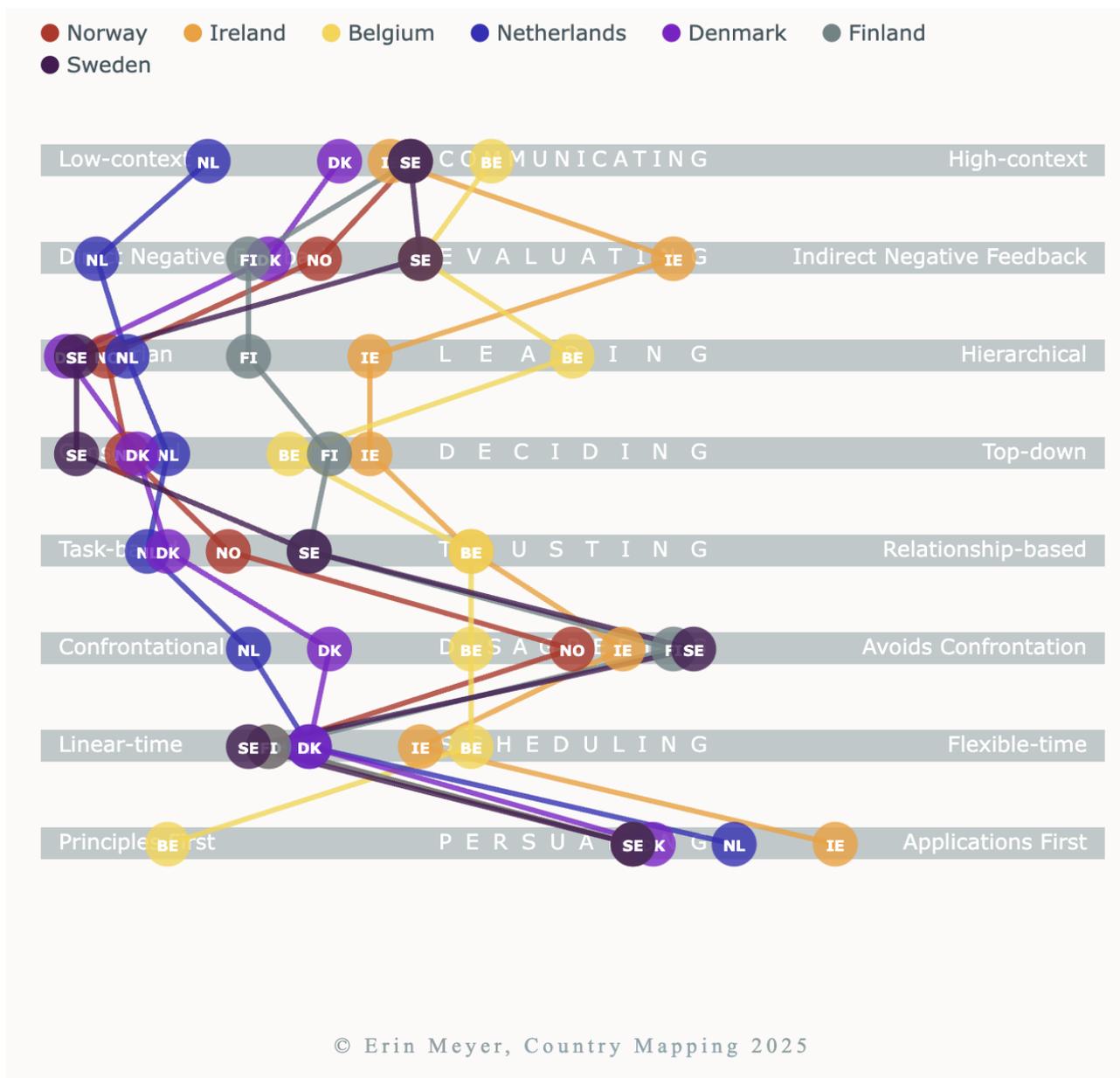
“Silence usually means people are thinking” or “Silence usually means agreement.”

“Humour is an important tool to handle disagreement.”

“Consensus means everyone truly agrees.”

“Once a decision is made in consensus, it should not easily be revisited.”

Part 2: Using the following Culture Map of Benelux, the Nordics and Ireland (from *The Country Mapping Tool* by Erin Meyer's www.erinmeyer.com/culturemap) discuss one after the other the 8 dimensions within the group and give specific examples of the differences in everyday work interactions. Write down notes for the plenary. (ca. 15min)



Part 3: What can you do to prevent cultural misunderstanding and improve communication within your multi-cultural team? Focus first on the cultural differences at the national level before looking at differences at the regional, corporate, generational and personality level. (ca. 5min)