

BOOK SUMMARY - 002

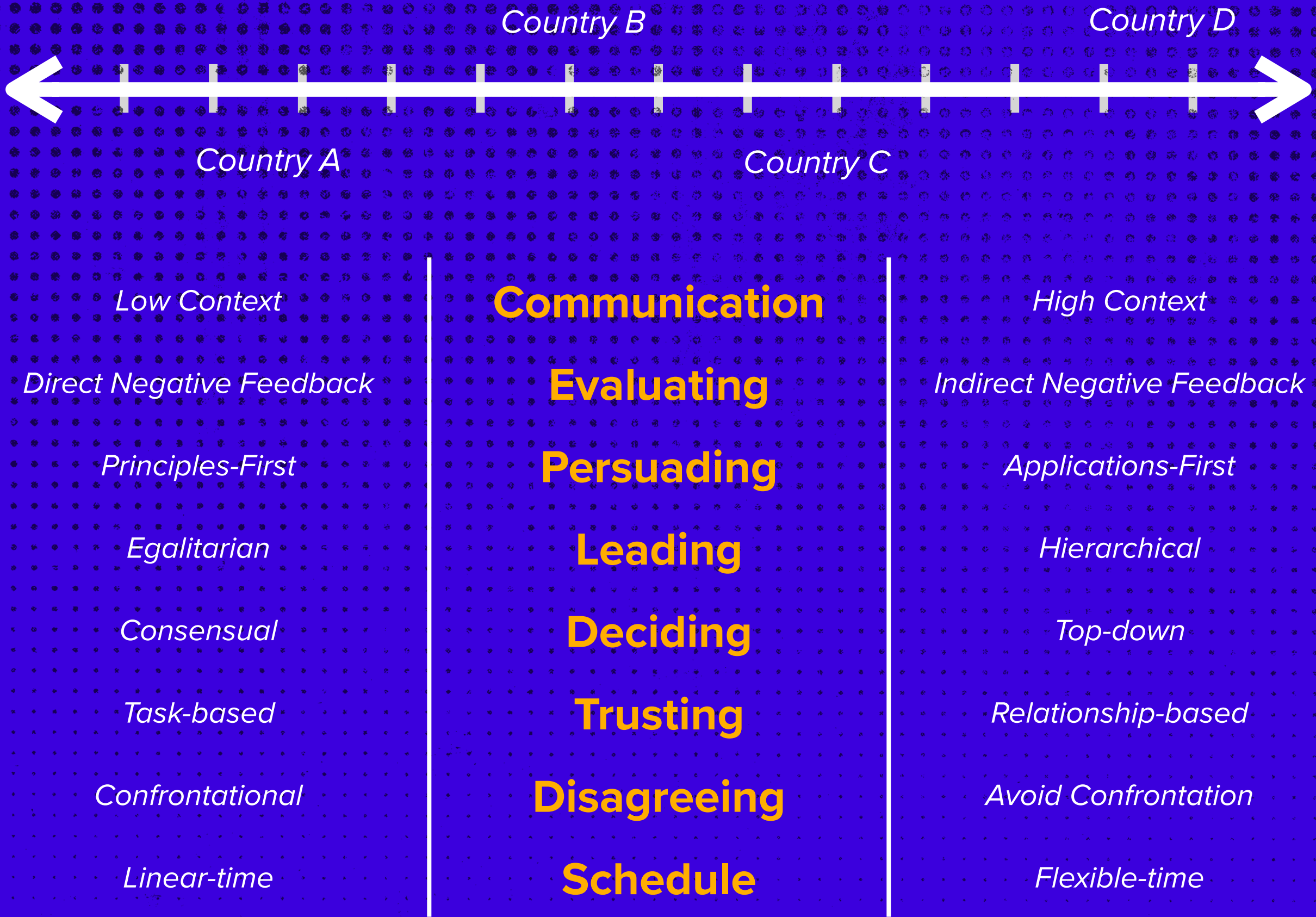
THE CULTURE MAP: BREAKING THROUGH THE INVISIBLE BOUNDARIES

By Erin Meyer

#bitesizebooksummary

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This book categorize culture into 8 taxonomies offering a different perspective to analyze the positioning of one culture relative to another.



BEFORE WE START :

**It doesn't matter whether our
team member agree on the
culture map, what important is
to start exploring and discussing
the differences in value system
and work methods.**

3 CULTURE SPECTRUM ECHO ME THE MOST AND I WANT TO SHARE TIPS ON WORKING WITH IT

Persuading:

Principal First vs Application First vs Holistic

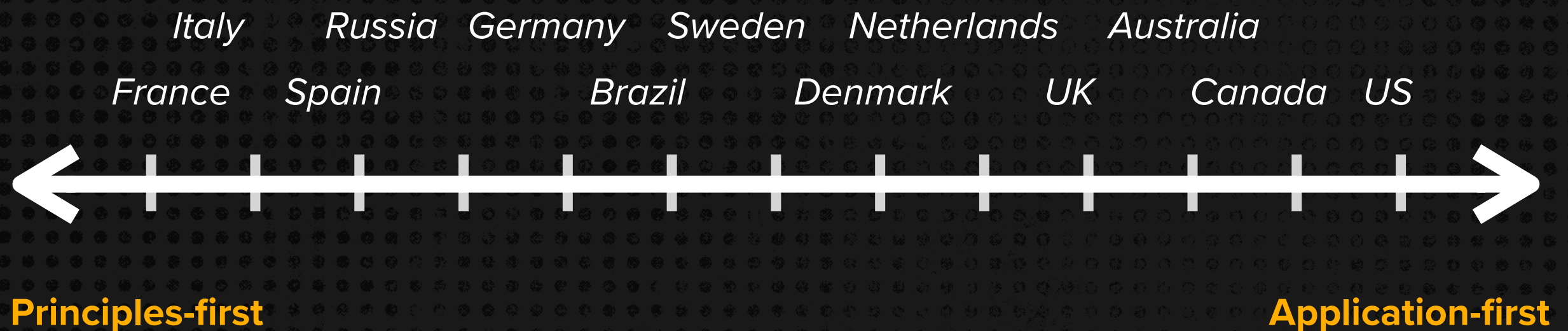
Who Decide:

Consensual vs Top-Down

Disagree:

Confrontational vs Avoid Confrontation

Principal First vs Application First



Principle-First Thinkers

Like practical examples, but they want to **understand the basis of the framework** before they move on to application

Like to receive practical examples upfront and they **extract learning from these examples.**

Application-First Thinkers

Like to receive practical examples upfront and they **extract learning from these examples.**

Showing the decision makers an example of how **what could happen** if new process is well implemented

WHERE IS ASIA CULTURE ?

Application-first and Principle-first applies to Western societies only.

Eastern is more focus on holistic.

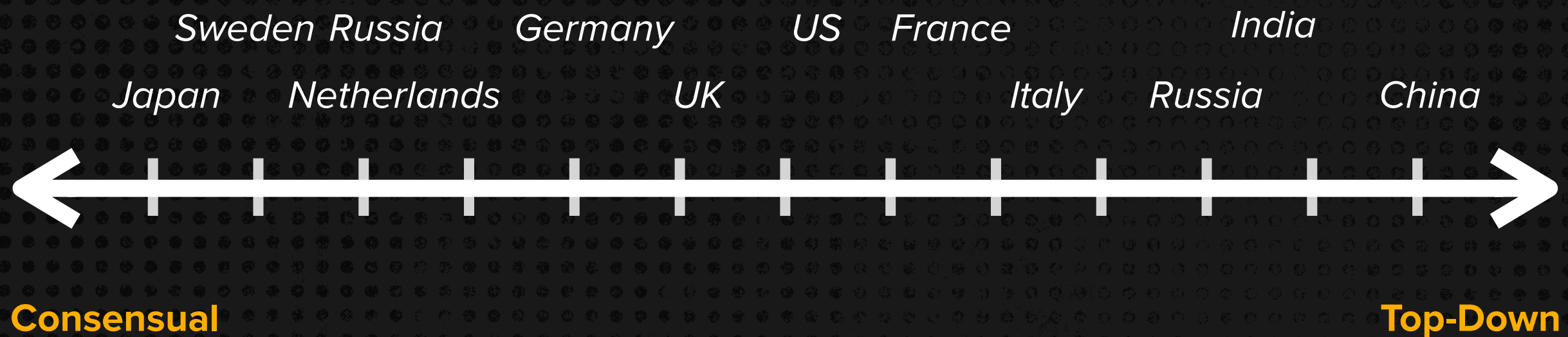
TO PERSUADE THEM :

Take time to **explain the big pictures** and how the pieces fit together.

Make sure everyone understands what others are working on.

Focus on the team goal, rather than individual goals and incentives.

Who Decide



Consensual

Decision making may take quite a long time, since everyone is consulted

Implementation is quite rapid, since everyone has completely bought in and the decision is fixed and inflexible.

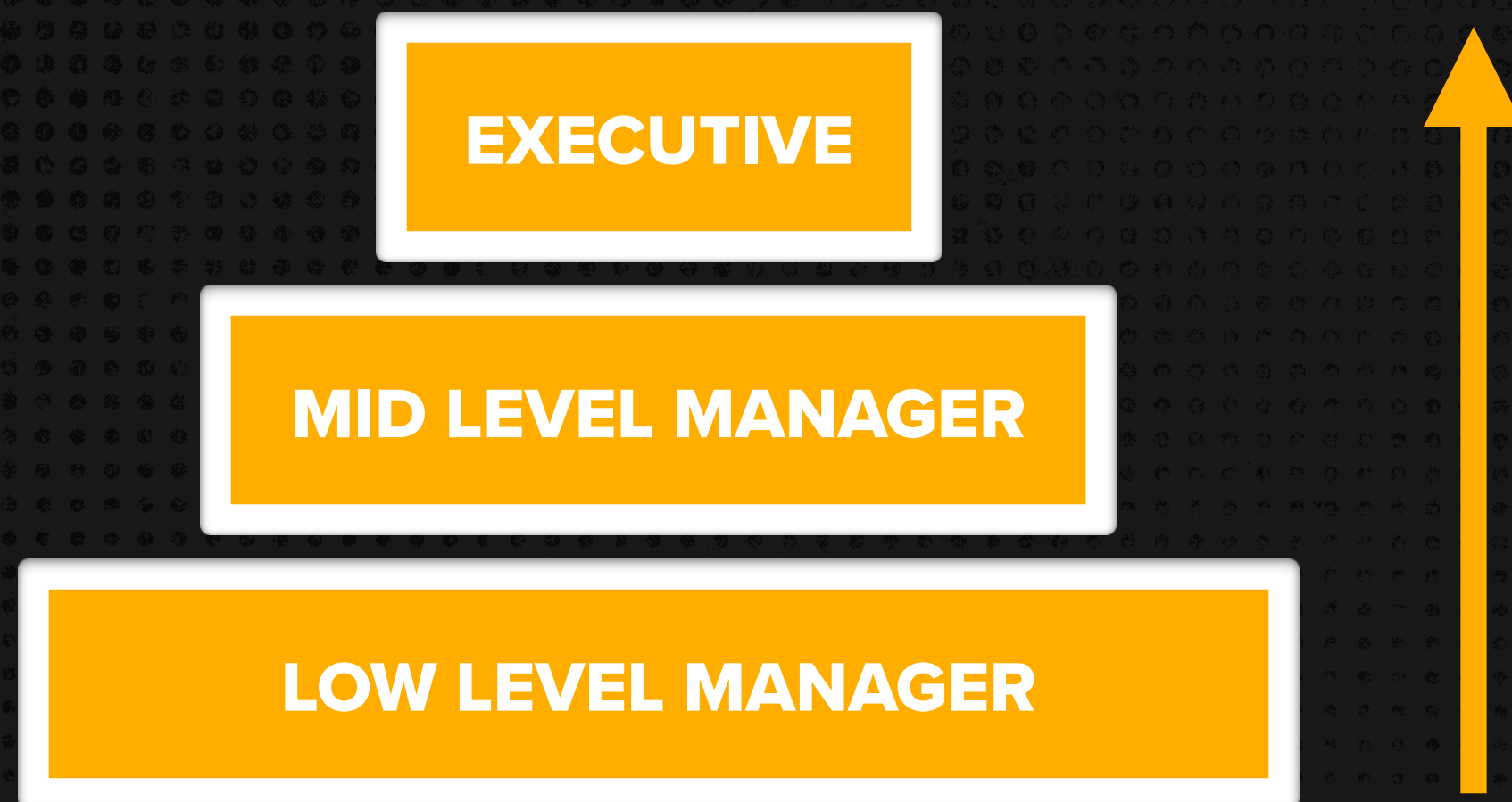
Top-Down

Responsibility is invested in an individual (Usually the boss)

But each decision is also flexible. As more discussions occur, new information arises, or differing opinions surface, **decisions may be easily revisited or altered.**

Japan Consensual Style

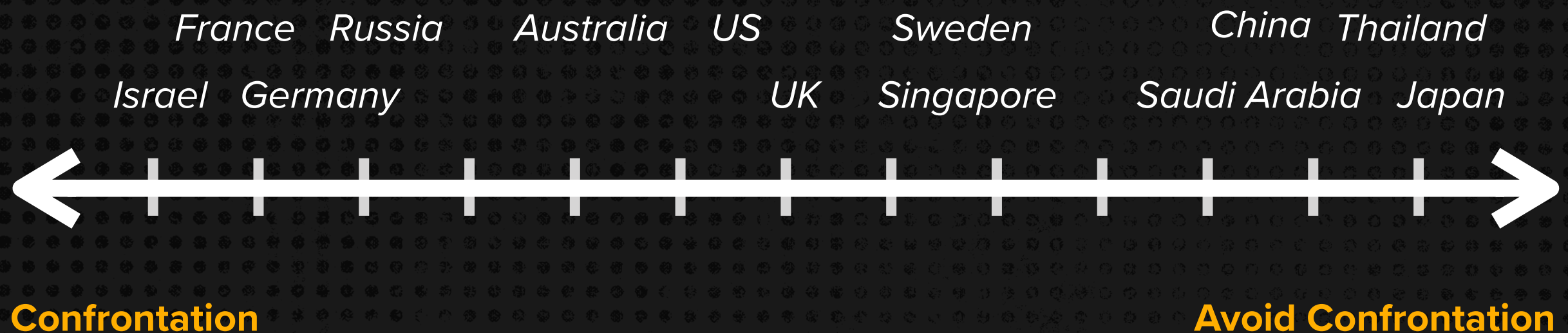
Ringi System - Consensus At Each Level



Low-level managers discuss a new idea among themselves and come to a **consensus before presenting it to higher managers.**

The higher ranking managers then discuss the new idea themselves and arrive at their own consensus.

Disagreeing



HOW TO WORK WITH GLOBAL TEAM TO DISAGREE AGREEABLY (WHEN YOU ARE THE BOSS)?

- Avoid giving my opinion **first**
- Explore using **written post it notes to replace spoken opinion** and inputs especially after a presentation.
- Setup a meeting before a meeting as **different culture have different perspective on meeting.**

TO DO:

Start a conversation of differences and similarities between cultures, building awareness and understanding.

Share strategies on how to deal with different cultures, from this book or make up your own