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The Culture Map: Decoding How People Think, Lead, and Get ... Source: Erin Meyer, The Culture Map 3. Using The Culture Map 1. Identify one person of another culture with whom you work 2. As we talk through each cultural distinction, mark: The midpoint of your culture Your own tendency The midpoint of the " Other " person ' s culture Your perception of their own tendency ...

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An international business expert helps you understand and navigate cultural differences in this insightful and practical guide, perfect for both your work and personal life. Americans precede anything negative with three nice comments; French, Dutch, Israelis, and Germans get straight to the point; Latin Americans and Asians are steeped in hierarchy; Scandinavians think the best boss is just one of the crowd. It's no surprise that when they try and talk to each other, chaos breaks out. In The Culture Map, INSEAD professor Erin Meyer is your guide through this subtle, sometimes treacherous terrain in which people from starkly different backgrounds are expected to work harmoniously together. She provides a field-tested model for decoding how cultural differences impact international business, and combines a smart analytical framework with practical, actionable advice.

" I wrote this book because I believe that there is a serious gap in what has been written and communicated about cross-cultural management and what people actually struggle with on the ground. " —From the Introduction What does it mean to be a global worker and a true " citizen of the world " today? It goes beyond merely acknowledging cultural differences. In reality, it means you are able to adapt your behavior to conform to new cultural contexts without losing your authentic self in the process. Not only is this difficult, it ' s a frightening prospect for most people and something completely outside their comfort zone. But managing and communicating with people from other cultures is an essential skill today. Most of us collaborate with teams across borders and cultures on a regular basis, whether we spend our time in the office or out on the road. What ' s needed now is a critical new skill, something author Andy Molinsky calls global dexterity. In this book Molinsky offers the tools needed to simultaneously adapt behavior to new cultural contexts while staying authentic and grounded in your own natural style. Based on more than a decade of research, teaching, and consulting with managers and executives around the world, this book reveals an approach to adapting while feeling comfortable—an essential skill that enables you to switch behaviors and overcome the emotional and psychological challenges of doing so. From identifying and overcoming challenges to integrating what you learn into your everyday environment, Molinsky provides a guidebook—and mentoring—to raise your confidence and your profile. Practical, engaging, and refreshing, Global Dexterity will help you reach across cultures—and succeed in today ' s global business environment.

The executive chairman and former CEO of Dunkin' Donuts and Baskin Robbins reflects on the unique, results-oriented discipline he's developed over decades of leadership, which provides a blueprint for any organization to achieve prosperity. We live in an era in which successful organizations can fail in a flash. But they can cope with change and thrive by creating a culture that supports positive pushback: questioning everything without disrespecting anyone. Nigel Travis has forty years of experience as a leader in large and successful organizations, as well as those facing existential crisis—such as Blockbuster as it dithered in the face of the Netflix challenge. In his ten years as CEO and chairman of Dunkin' Brands, Travis fine-tuned his ideas about the challenge culture and perfected the practices required to build it. He argues that the best way for organizations to succeed in today's environment is to embrace challenge and encourage pushback. Everyone—from the new recruit to the senior leader—must be given the freedom to speak up and question the status quo, must learn how to talk in a civil way about difficult issues, and should be encouraged to debate strategies and tactics—although always in the spirit of shared purpose. How else will new ideas emerge? How else can organizations steadily improve? Through colorful storytelling, with many examples from his own career—including his leadership in turning around the fear-ridden culture of the London-based Leyton Orient Football Club, of which he is part owner—Travis shows how to establish a culture that welcomes challenge, achieves exceptional results, and ensures a prosperous future.

The New York Times bestseller Shortlisted for the 2020 Financial Times & McKinsey Business Book of the Year Netflix cofounder Reed Hastings reveals for the first time the unorthodox culture behind one of the world's most innovative, imaginative, and successful companies There has never before been a company like Netflix. It has led nothing short of a revolution in the entertainment industries, generating billions of dollars in annual revenue while capturing the imaginations of hundreds of millions of people in over 190 countries. But to reach these great heights, Netflix, which launched in 1998 as an online DVD rental service, has had to reinvent itself over and over again. This type of unprecedented flexibility would have been impossible without the counterintuitive and radical management principles that cofounder Reed Hastings established from the very beginning. Hastings rejected the conventional wisdom under which other companies operate and defied tradition to instead build a culture focused on freedom and responsibility, one that has allowed Netflix to adapt and innovate as the needs of its members and the world have simultaneously transformed. Hastings set new standards, valuing people over process, emphasizing innovation over efficiency, and giving employees context, not controls. At Netflix, there are no vacation or expense policies. At Netflix, adequate performance gets a generous severance, and hard work is irrelevant. At Netflix, you don ' t try to please your boss, you give candid feedback instead. At Netflix, employees don ' t need approval, and the company pays top of market. When Hastings and his team first devised these unorthodox principles, the implications were unknown and untested. But in just a short period, their methods led to unparalleled speed and boldness, as Netflix quickly became one of the most loved brands in the world. Here for the first time, Hastings and Erin Meyer, bestselling author of The Culture Map and one of the world ' s most influential business thinkers, dive deep into the controversial ideologies at the heart of the Netflix psyche, which have generated results that are the envy of the business world. Drawing on hundreds of interviews with current and past Netflix employees from around the globe and never-before-told stories of trial and error from Hastings ' own career, No Rules Rules is the fascinating and untold account of the philosophy behind one of the world ' s most innovative, imaginative, and successful companies.

Explore the relationship between music and society around the world This comprehensive introductory text creates a panoramic experience for beginner students by exposing them to the many musical cultures around the globe. Each chapter opens with a musical encounter in which the author introduces a key musical culture. Through these experiences, students are introduced to key musical styles, musical instruments, and performance practices. Students are taught how to actively listen to key musical examples through detailed listening guides. The role of music in society is emphasized through chapters that focus on key world cultural groups.

TODAY ' S ECONOMY IS INCREASINGLY BORDERLESS. Every company that seeks to grow beyond its national boundaries needs a globalization team to help develop, translate, adapt, and promote products to international markets. This team is vital to ensuring that customers receive product information and support in their own language in a personalized and seamless way. From a company ' s website, to product interfaces and documentation, to telephone and online support, providing this culturally specific experience is essential to building a brand across international borders with a solid enterprise approach. Ideal for global corporate leaders, board members, employees, and students, Truly Global provides an insider ' s look at how large companies move into international markets to successfully deliver their product to customers across different cultures and languages. It covers everything you need to know, to globalize your company from start to finish, including who to recruit as members of a globalization team, how to integrate globalization in each department, and how to use the team ' s research to build your brand ' s presence in new markets. This book will help your company succeed in an increasingly competitive global economy, and lay the foundation for your growth from national company to international household brand.

The secret to the success or failure of any business boils down to its culture. From disengaged employees to underserved customers, business failures invariably stem from a culture problem. In The Insider ' s Guide to Culture Change, acclaimed culture transformation expert and global executive Siobhan McHale shares her proven four-step process to demystifying culture transformation and starting down the path to positive change. Many leaders and managers struggle to get a handle on exactly what culture is and how pervasive its impact is throughout an organization. Some try to change the culture by publishing a statement of core values but soon find that, aside from some short-term lip service, no meaningful change happens. Others try to unify the culture around a set of shared goals that satisfy shareholders but find their efforts backfire as stressed employees throw their hands up because " leadership just doesn ' t get it. " Others implement expensive new IT systems to try to bring about change, only to find that employees find " workarounds " and soon go back to their old ways. Culture transformation expert Siobhan McHale defines culture simply: " It ' s how things work around here. " The Insider ' s Guide to Culture Change walks readers through McHale ' s four-step process to culture transformation, including how to Understand what " corporate culture " really is and how it impacts every aspect of the way your organization operates Analyze where your culture is broken or not adding maximum value Unlock the power of reframing roles within your company, to empower and engage your employees Utilize proven methods and tools to break through deeply embedded patterns and change your company mind-set Keep the momentum going by consolidating gains and maintaining your foot on the change accelerator With The Insider ' s Guide to Culture Change, watch your employees go from followers to change leaders who drive an agile culture that constantly outperforms.

Great teams are built and maintained with great intention, though they can make it look deceptively easy. Too many teams engage in dysfunctional behaviors or fall into territorialism, apathy, and unproductive relationships. The result? An overwhelmed, unengaged, and stressed-out workforce that settles for average or poor performance. Here, four authors with a combined century of management experience show readers how every team can be extraordinary. The authors introduce their field-tested Loyalist Team 3D assessment that allows anyone to get to the heart of why teams break down, identify the weaknesses in their own team, and build a Loyalist Team. This kind of team has members who ensure each other's success as they work to ensure their own, operate with absolute candor, and value loyalty and authenticity to deliver results, create a healthy work environment, and help companies succeed. The Loyalist Team is a must-read for anyone who wants their team to achieve extraordinary results.

Greater racial diversity is good news for America's future Race is once again a contentious topic in America, as shown by the divisive rise of Donald Trump and the activism of groups like Black Lives Matter. Yet Diversity Explosion argues that the current period of profound racial change will lead to a less-divided nation than today's elder whites or younger minorities fear. Prominent demographer William Frey sees America's emerging diversity boom as good news for a country that would otherwise face declining growth and rapid aging for many years to come. In the new edition of this popular Brookings Press offering, Frey draws from the lessons of the 2016 presidential election and new statistics to paint an illuminating picture of where America's racial demography is headed—and what that means for the nation's future. Using the U.S. Census, national surveys, and related sources, Frey tells how the rapidly growing "new minorities"—Hispanics, Asians, and multiracial Americans—along with blacks and other groups, are transforming and reinventing the nation's demographic landscape. He discusses their impact on generational change, regional shifts of major racial groups, neighborhood segregation, interracial marriage, and presidential politics. Diversity Explosion is an accessible, richly illustrated overview of how unprecedented racial change is remaking the United States once again. It is an essential guide for political strategists, marketers, investors, educators, policymakers, and anyone who wants to understand the magnitude, potential, and promise of the new national melting pot in the twenty-first century.

Over the last fifteen years, every major aspect of our lives has changed because of Facebook. You may not like Facebook, but you can't deny its success. And to a large degree, that success stems from the "move fast" ethos. The entire culture of Facebook is built for speed. Move Fast is an exploration of modern software strategies and tactics through the lens of Facebook. Relying on in-depth interviews with more than two dozen Facebook engineers, this book explores the product strategy, cultural principles, and technologies that made Facebook the dominant social networking company. Most importantly, Move Fast investigates how you can apply those strategies to your creative projects. It's not easy to build a software company, but once you know how to move fast, your company will be prepared to build a strategy that benefits from the world's rapid changes, rather than suffering from them.

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