



Negotiating Globally

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Sample Cards

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click to play





You are negotiating at the German headquarters of an international company. You have a new idea which you think will improve procedures. The next scheduled meeting is tomorrow. You should:

- A. Introduce the idea at the start of the meeting.
- B. Introduce the idea at the end of the meeting.
- C. Formulate the idea briefly in writing and hand it to the person responsible for making up the agenda.

Click on your choice.



a diversiCHOICE



C. Formulate the idea briefly in writing and hand it to the person responsible for making up the agenda, is the best answer. Germans like to be well prepared when attending meetings and are not generally open to, and may feel threatened by, new ideas being put in front of them without warning. Option C. gives them an opportunity to plan discussion of the item.

If you chose the best answer, keep this card. If not, discard it.



q diversiSMARTS



Strong eye contact with one's business or negotiating partner is NOT interpreted as honesty and sincerity in which of these areas:

- A. Southern Europe.
- B. Southeast Asia.
- C. The Middle East.

Click on your choice.





B. is the best answer. Southern Europe and the Middle East prefer a very intense gaze. In Southeast Asia the same behavior across the negotiating table may indicate aggression or anger.

If you chose the correct answer, keep this card. If not, discard it.



diversiRISK +



Holding regular discussions to discuss cultural differences in negotiating and case studies about negotiating values and procedures, you have reduced the level of antagonism between your negotiators and other nationals. They are becoming much more productive together.

How do you think, feel, or react to this situation? Tell your team, and then keep this card.



diversiRISK –



Unconscious prejudices about the ethnic group you are negotiating with have prevented you from coming to a satisfactory level of trust for doing business. After a long uncomfortable negotiation, the deal fell through.

How do you think, feel, or react to this situation? Tell your team, and then discard this card.





“The shrimp that falls asleep in the current will be carried away.” *Camarón que se duerme se lo lleva la corriente.*

Latin American proverb

After reading this card aloud, any team member, including you, may comment on it. Keep this card.



diversiSHARE



Lagom is a Swedish word which describes the way in which one acts according to social standards. It usually means to be quiet, cool, calm, taking a middle road, not disagreeing in public, etc. Tell the team what unwritten rules of self-comportment the members of your culture observe and how this affects you as a negotiator. Or, if you are Swedish, tell them how *Lagom* affects you.

After you share, your teammates will thank you for sharing with the Swedish word, "Tack." Keep this card.





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