



India

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Sample Cards

Author: Meera Sarin

*click to play*





You have arrived at the offices of an Indian firm to discuss the possibility of a joint venture. You have been kept waiting for 30 minutes and they still have not appeared. You should think of this as::

- A. Normal in India.
- B. A sign that you may be being given less importance.
- C. A good sign: others are interested in meeting you and are on their way.

*Click on your choice.*





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B. You may be being given less importance than something else. This is beyond the typical 5 to 15 minute period that Indians are typically late.

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





In India an employee from Mumbai and an employee from Chennai would generally only be able to communicate with each other in English.

True or False?

*Click on your choice.*





True. The main language of Mumbai is Marathi and that of Chennai is Tamil. They have completely different linguistic roots and are unintelligible to each other. Marathi, descended from Sanskrit, is part of the Indo-European language group. Tamil is part of the Dravidian group that appears to be unrelated to any other known language family. English plays an important role here as a ‘link’ language.

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



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When you ask your Indian team to do something, they will do it without asking questions or discussion. You used to think this was a negative quality but now understand that this stems from the hierarchical nature of Indian society. You make sure that you have all the inputs you need before requesting action on their part.

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





You arrive for a meeting with your Indian business counterparts to finalize negotiations. The receptionist expresses great surprise that you are attending the meeting alone. Curious, you mention this to an Indian friend later who tells you that important people do not attend meetings unaccompanied in India. It is a sign of not having status to attend alone.

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





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When people can see which direction the leaders are going in it becomes easier to motivate them.

*Lakshmi Mittal, Chairman, Mittal Steel Company  
speaking on leadership*

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



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In India if someone presents an idea, during a meeting for example, which is not considered to be a good one the reaction of the team is likely to be silence. Describe how disagreement with or lack of enthusiasm for an idea would be expressed in your culture.

*After you share, your team will remain silent for 10 seconds!  
Keep this card.*





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Dr. George Simons

**GEORGE SIMONS INTL**

Tel USA +1 831 531 4706

Tel EU +33 4 92 97 57 35

Skype: gfsimons

