

## Board 1

### Bridging Culture with International Team

- Ambassadors
- NLO
- Common Values
- Being there (big & small offices)
- Single orientation
- On site visits
- Job supplying
- Give responsibility to global teams
- Time zone sensitivity
- Remote presence\*
- A sync communication\*
- Physical Co-Location\*
- Two-way synchronous communication\*
- I.M.
- Phone & Text
- Communication Newsletters/Intranet
- Video
- Ipads video
- Pictures
- Remote participation
- Teach Cultural Differences
- Buddy Program
- Understanding Existing Culture(s)
- Human Library
- Gifts
- Celebration
- Quizzes with Prizes
- Bowling only int. sport
- EDU\*
- Food

## Board 2

How do you Educate change leadership CEO? Attitudes? Behavior?

Hold team accountable for culture?

- Establish individual goals for Management/Exec. Members that tie to Culture/Positive morale. Conduct 360® assessments and define a development
- Encourage cross-functional teams and activities
  - Bagel day
  - Monthly socials
  - Chili Bakeoff Competition
- Be visible and approachable
- Responsibility of Management group
- Communicate be transparent
  - Human –
  - Authentic
  - Is it working
  - Playing CEO
  - Listening to tribe (Best ...)

Ask 3 Questions

- 1.) What is our ...
- 2.) What do we already do well toward that goal?
- 3.) What else could we do to be even better?

Strengths help the CEO decide who should set the goal

## Board 3

### Community Building from Scratch

- Identify the core passion & they will come
- How do you promote these events?
  - Personality assessment
  - Look for areas of similarity
  - Optional vs. Required Events
  - Create an expectation exchange:
    - 1.) Willing to give
    - 2.) Expecting to get
- How do you build community with limited resources?
  - WIIFM
  - Ask the CEO what his/her top 10 values are
  - Consistency
  - Location
    - 1.) Where
    - 2.) Who
  - Manager “Mayor”
  - Learning (knowledge)
  - Work on core mission statement together & have that process & “product” to spread the passion to possible new hires
  - Space
    - 1.) Community
    - 2.) Belonging
    - 3.) Networking

“Mentor programs dual ways to team both perspectives”

- Work hours
- Change up social events monthly
- Motivational (vision) Boards for office
- Singles vs. Families...same culture?
- Rotate Employees to pick social activity
- Spotlight employee interest e newsletter magazine
- Variety of Events
- Flexible hours
- Pets are common for all ages. Share in some way – photos, contests, etc. actual pets
- Literally build a bridge with Legos
- Story time at lunch
- Involvement/investment in incoming generation (ex. Scholarship for local college student)
- Weekly lunches where you team up different ages. Get to learn about each other.
- Create flexibility but achieve goals
- Recognition
- Skype (announcements/meetings)
- Unique perks & benefits
- Tele-commute
- Understand differences
- Discover common interests
- Frame each activity around what each ind. Wants.
- Shared recreational activities ex. Sports
- Find a common thread in pop culture
- Flexible bonus structure