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Chapter 1.

Unit 1.1: Power of Diversity in Multicultural Virtual Teams

HW (1/1)

Table of Teamwork 1 - Chapter 1

Variation 1: Classmates & Colleagues from other cultures

Variation 2: Classmates & Colleagues from your own culture

Country						
		Version 1	Comment	Version 2	Comment	Suggestion of Optimization
Germany	Speed of making decisions	Not too fast	Normally it takes longer coming to a decision as everyone shares their opinion	Fast	Almost everyone just agrees on sth. so you can move forward quickly → efficiency is very important	Everyone could write down their idea and opinion and then post it on a whiteboard so you can compare opinions faster
	Feeling comfortable in meetings	Very	In a international atmosphere its not really a problem doing sth "wrong" as every one is different	Sth. strict and not too easy going	Often you need to be careful what to say to sth and as German is a really direct language you also need to take a look on your wording	It would be nice if the Germans could be a bit more chilled on the topics of speaking and joining meetings. I hope this will change in the future as our generation is more relaxed in this.
	Quality of Output	Extremly High Quality of Output	There might be a lower volumne on output but the quality through working in a diverse	Good	There will be a good and fitting solution to every problem. But the group might not	Try to get output from outside the group and think differently.

			dimension will be high		think beyond their horizon	
Finland	Speed of making decisions	Not so fast	This depends a lot on the people. In general though, decision making takes a lot more time with an intercultural team rather than with a team full of finns. People have either strong opinions or are indecisive which leads to delays	Fast	Finns are very structured and straight to the point. This usually leads to fast and well thought out decisions.	Try to structure the team work properly. For example, appoint a leader and create rules to follow. Proper structure in a team environment can help in making decisions and sticking to them.
	Feeling comfortable in meetings	More comfortable than not	In meetings with intercultural participants often the atmosphere is more loose. This depends a lot on the situation as well. In my experience at least being in intercultural team can help everyone be more open with each other from the get go, contradictory to being on a team full of finns.	Depends on the situation... need time to be more comfortable.	Usually with new people, starts out as strict and professional setting. Finns also tend to be a bit uncomfortable around new people at first.. generally speaking of course. This will become better with time.	Do some kind of ice-breaker activity or other team activity beforehand if it is a meeting with a new team you will work with. This could help with some early tension.
	Quality of Output	Good	In my experience the quality of work has generally been high with intercultural teams as the team	Good	People are punctual and structured so usually the output will be good as there will be a solid plan for the work.	If a team full of finns for example want to have more variety in their work. Maybe they could challenge each other's

			members share differences in their approach to things. Brings more variety.			ideas more or get an outside perspective on things.
Romania	Speed of making decisions	Slow	Due to the fact that each person expresses his/her different point of view, the time it takes to come to a common conclusion is a lot longer.	Fast	Most of the times when a person comes with an idea, the others just agree: the contrary is rare.	In order to speed up the process of making decisions, a good idea could be to use a dedicated platform that allows you to give feedback and opinions, such as Padlet.
	Feeling comfortable in meetings	Very	The fact that the background differs from one another, there is no reason for feeling uncomfortable (you are kind of free to express yourself because you don't feel like being judged).	So and so	People are less outgoing and don't express themselves that much because of the fear of being criticized from the other members of the group. At the same time. On the other hand, the possibility to fully express themselves (there are no language barriers) allows them to feel more confident.	Normalizing "stupid" questions could be a solution to improving the way people feel in a meeting. It has happened to me that I was completely out of subject when everyone else understood what the topic was about: so, instead of feeling awkward and asking what they were talking about, I preferred pretending I was all along.
	Quality of Output	High	The mix of knowledge and ideas results in a	Good	Each person, even if in a limited part, contributes to the output:	If people could think out of the box and have the courage to

			high quality of output.		this brings to a good final result.	experience more, the quality of the output would surely be improved.
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