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How to create synergy in a German-Norwegian team. Critical success factors - Presentation 30 mins -

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Abstract

In our presentation we will demonstrate how we work with German-Norwegian teams in order to build a third culture as a foundation for synergy. We will give examples for both the main differences and similarities between the two cultures and how we create awareness and curiosity as well as mutual understanding and acknowledgement. In this context we will in particular emphasise some of the following aspects that often cause misunderstandings and irritation in the communication between Norwegians and Germans:

- relationship orientation vs task orientation
- Jante Law and modesty vs assertion (dominant appearance)
- the average as standard vs the elite as standard
- egalitarian vs hierarchical thinking

Further we will illustrate the use of different coaching techniques to clarify values and to create a shared vision as the foundation of the third culture. As we view good communication as the basis for successful relationships and high performance, we will close the presentation with an example of how we work with the different communication styles in order to develop a common language that considers the different mindsets and that provides for a safe and courageous space at the same time.

Learning outcomes for participants

Our participants will:

- become acquainted with the main differences and similarities between the German and Norwegian business cultures.
- learn how to communicate effectively and avoid misunderstandings and uncomfortable situations in a German-Norwegian context.
- get some ideas about how to use coaching techniques to create the foundation for a shared language and culture.

Profile

We are a German-Norwegian team that works with German and Norwegian companies which seek to optimise their cooperation. On the basis of our own international working experience, personal relationships and academic studies, we know the potential areas of intercultural conflicts and pitfalls in a German-Norwegian context. In our workshops, presentations and coachings, we teach our clients how to turn intercultural challenges into opportunities and growth.

Anne-Marit Wang Fjørtoft is Norwegian and holds a Master in German language & culture. She is specialised in German and Norwegian Business Communication. Anne-Marit has gained a deep insight into the German history and mentality. In her professional life she maintains daily contact with Germans.

Kerstin Wenzel is German and has been living in the Oslo area for the last ten years. She is a Certified Professional Co-Active Coach (CTI) and holds an MBA in International Business. Further, she has worked as a consultant for the German-Norwegian Chamber of Commerce for many years.