

# Answer key

## 1 Corporate culture

### 1.1 About business Work culture and placements

12 In depends on company culture. New employees need to try to work out quickly what is expected in each of the three situations and to adjust to the company culture as soon as they can. To start off though, it's probably safest to dress smartly, not be the first or the last to leave the office, maybe make one or two contributions to a meeting, but most importantly to listen and learn at first.

- 13
- The experiment demonstrated how an unwritten rule is created.  
Seven means play of unwritten rules:
    - nobody should ever climb the ladder
    - working long hours is more important than achieving results
    - the boss is always right, even when he's wrong
    - if you're not at your desk, you're not working
    - nobody complains, because nothing changes
    - women, ethnic minorities and the over 50s are not promoted
    - the customer is king, but don't tell anyone, because management are more interested in profitability
  - New staff quickly learn which their ideas and opinions are listened to and valued, and when it's better to keep them to themselves, which assignments and aspects of their performance will be discussed and evaluated, and where objectives and instructions they can safely ignore. They learn from the way staff speaks to management, to customers and to each other, and from the differences between what is said, decided or promised, and what actually gets done.

14 Suggested answers:

- Organizations and companies can try to avoid negative unwritten rules by respecting commitments, giving and listening to feedback, defining and applying clear procedures, providing training to develop a positive work culture.
  - A government department:  
Office of taxpayer formal three code, strict office hours, inflexible, subject to security constraints.  
Relationships with colleagues, management and clients / business partners: hierarchical and formal and  
Autonomy and initiative: limited, strict procedures for everything  
A small public relations firm:  
Office of taxpayer: probably very informal, relaxed, flexible, results-orientated rather than time-conscious  
Relationships with colleagues, management and clients / business partners: friendly and participative, little or no visible hierarchy  
Autonomy and initiative: wide, but must be justified  
A manufacturing company:  
Answers will depend on national and corporate culture.
  - Answers will vary.
- 15
- Alexandra was not accepted by her colleagues. David upset an intern.
  - Alexandra misunderstood the (unwritten) office rules on working hours. David assumed Monica would know to inform him she had a drinks appointment, but she didn't. Monica misinterpreted David's friendliness as changing the supervisor-intern relationship.

16 Student mistakes:

Alexandra's story: didn't ask about / was not sensitive to unwritten rules; didn't talk to colleagues.  
David's story: took friendly culture at face value; didn't accept criticism; didn't learn from the problems.

Naïveté / naïve mistakes:

Alexandra's story: didn't tell student about unwritten rules; gave student too much autonomy; didn't make sure student met colleagues.  
David's story: didn't explain local work culture; didn't keep enough distance from interns; didn't understand the interns' confusion.

17 Answers will vary.

### 1.2 Vocabulary Work organization and responsibility

18 Suggested answers:

- colleague, supervisor, project leader, line manager, director (by hierarchical status)
- section, department, office, branch, unit, subsidiary, division, company (by size)
- task, job, assignment, project (by importance)

19 David Darnen = CEO

Administration: Monica Christensen is Office Manager + two accountants  
Marketing and Sales: Bettina Newman = Marketing and Sales Manager + one act. director, one PR officer and two salesmen  
R&D: Douglas Pearson = R&D Manager + seven research scientists  
Engineering: Herb Munroe = Program Manager + two software engineers and one technical writer

20 **IT and Technical Support:** Rosanne Parrie = IT Manager + one web developer and two support engineers

21

- Because Warradar is a small company.
- Because Warradar is growing fast, so it's going to change as they hire new staff.
- Because right now they don't have an HR department as such.
- The CEO runs the business on a day-to-day basis. The CEO deals with strategy and sits on the board of the parent company.
- Lydia is Warradar's parent company. They took Warradar over a couple of years ago.
- He resigned when he was appointed Head of IT at a big consultancy firm but was fired after three months.
- Research and Development, Engineering, and Marketing and Sales.
- Doing Pearson coordinates development programmes, he liaises with Marketing and Engineering.

22

- |      |      |      |      |       |
|------|------|------|------|-------|
| 1 c) | 2 e) | 3 d) | 4 a) | 5 b)  |
| 6 i) | 7 h) | 8 g) | 9 f) | 10 g) |

23

- |             |         |      |      |      |      |
|-------------|---------|------|------|------|------|
| 1 alongside | 2 under | 3 as | 4 at | 5 in | 6 on |
|-------------|---------|------|------|------|------|

### 1.3 Grammar Past tenses and advice structures

24

- |              |               |                             |              |
|--------------|---------------|-----------------------------|--------------|
| 1 told       | 2 had fallen  | 3 was beginning / had begun |              |
| 4 had given  | 5 called      | 6 had improved              | 7 had learnt |
| 8 had closed | 9 were rising | 10 closed                   |              |

25

- |          |          |          |           |           |           |
|----------|----------|----------|-----------|-----------|-----------|
| 1 ask    | 2 asking | 3 adding | 4 to ask  | 5 adding  | 6 ask     |
| 7 to ask | 8 ask    | 9 to ask | 10 to ask | 11 asking | 12 to ask |
- Wrong recommendations: 1, 4, 7, 8, 12  
Correct or friendly suggestions: 2, 3, 5, 6, 9, 10, 11

26

- The CEO did very well for himself. The CEO gave a party.
- The CEO challenged his team. He showed the executives the pool.
- There was a food up ash. Everyone followed the CEO to the barbecue.
- The CEO choked for his life. Everyone arrived back at the pool.
- The CEO reached the edge. The co-coders tried to catch him.
- A crocodile tried to bite the CEO. The CEO climbed out of the pool.

27

- had done; was proudly showing
- had built
- had just started; was
- turned around; ran back; was welcoming
- had almost caught; reached
- had / 'd just managed; heard

28

Student A:

- |      |      |      |      |       |
|------|------|------|------|-------|
| 1 c) | 2 e) | 3 d) | 4 a) | 5 b)  |
| 6 h) | 7 f) | 8 g) | 9 i) | 10 j) |

Student B:

- |      |      |      |      |      |      |      |      |
|------|------|------|------|------|------|------|------|
| 1 c) | 2 d) | 3 a) | 4 b) | 5 h) | 6 g) | 7 e) | 8 i) |
|------|------|------|------|------|------|------|------|

29

- |      |      |      |      |       |
|------|------|------|------|-------|
| 1 b) | 2 d) | 3 e) | 4 c) | 5 a)  |
| 6 g) | 7 f) | 8 i) | 9 h) | 10 j) |
- (7 h) and 10 j) are also possible)

### 1.4 Speaking Meetings – one-to-one

30

Answers depend on local and work culture. Suggested answers:

- In most English-speaking cultures, this is the norm, with the notable exception of Africa, where surnames are frequently patron, are addressed by the surname. Use of the first name is also unusual in much of Asia, and in Germany.
- Some cultures, like France, make a clear distinction between business and personal life. Germans, like the Swedish firm in the company have regular regular social events, where all levels of staff are expected to mix. Soberly.
- In most Latin cultures, managers will expect subordinates to perform tasks like making coffee. Some staff in Nordic cultures may be shocked and even insulted by such a request.
- This issue depends more on the type of work involved than on local or personal life. Personal calls for staff in production may be very unwelcome, whereas in departments like sales or marketing, where work organization is more flexible, there is usually no particular problem.
- This is the case in many English-speaking and Nordic cultures, especially in the USA. In Latin and Asian countries, the opposite is often true, with a certain lack of or even machismo associated with working late.
- This probably depends on the organization as much as on the culture; in large meetings, for example, the majority of attendees will not be expected to speak.

# The Business 20 Intermediate Answer Key

**James E. Deitz, James L Southam Don T  
Use**

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