

Answer key

1 Corporate culture

1.1 About business: Work culture and placements

1 In corporate work culture, New employees need to try to work out quickly without being asked. In each of the three situations and in addition to their corporate culture as soon as they start. To start off though, it's probably safest to observe initially, and for the first few days to leave the office, maybe make calls or have an introduction to a meeting, but most importantly to listen and learn at first.

2

3 What's important in decentralized business structures, mainly because: Services are a plus of decentralized models:
- centrally located offices often hinder
- working together becomes more important when achieving results
- more focus on a single project, even when it's working
- it's not just one person's project, you're not working
- centrally coordinated, because nothing changes
- workers, culture, incentives and the cost of life are not personalized
- the customer is king, but doesn't tell anyone, because management are more interested in profitability.

4 New staff quickly learn to trust their ideas and opinions are listened to and valued, and others it's better to keep them to themselves, which strengthens and respects their participation, will be checked and evaluated, and in these collectives will find mistakes they can safely ignore. They learn from the way staff speak, no disagreement, no criticism and no death either, and from the differences, but when what is said, decided or personalized, and what actually gets done.

Suggested answers:

1 Organizations and companies can try to avoid negative consequences, like: encouraging constant success, giving and listening to feedback, defining and applying clear procedures, providing training to develop a positive work culture.
2 A positive work culture:
Office of legend: Formal office order, strict written rules, individual, subjective, no security, no automation.
No hierarchy, no rules, no deadlines, management and client/business partners, hierarchical and decentralized.
Autonomy and initiative: Standard, strict procedures for everything, no control, public, no rules, form.
Office of legend: probably very individual, relaxed, flexible, no rules, no reward, no rules, no rules, no rules.
No hierarchy, no rules, no deadlines, management and client/business partners, friendly and participative, little or no visibility hierarchy, autonomy and initiative, rules must be justified.
A result and not a company.
Actions will depend on national and corporate culture.
Answers will vary.

3 Addressing what's most appreciated by their colleagues. David says: Under, Addressing the most appreciated other than myself, office rules, can avoid my focus. David would like to succeed in his job, but he has a clear self-appreciation, that's all that's important. Michael is more focused. David thinks David's strengths are challenging other supervisor's ideas (leadership).

No culture" situations:

A business culture's strong, didn't care about / was not sensitive to recommendations, didn't care to evaluate.
David's strong, took differently culture at face value, didn't accept criticism, didn't learn from other problems.

No "strong" situations:

A business culture's strong, didn't care about, didn't make room for criticism, not too focused on success, didn't make room for criticism, not too focused.
David's strong, didn't explain local work culture, didn't accept criticism, didn't learn from other problems.

Answers will vary.

1.2 Vocabulary: Work organizations and responsibility

Suggested answers:

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

David Charles – CEO/COO

Administration: Michael Charles is Office Manager – two assistants, Marketing and Sales. Barbara Petersen – Marketing and Sales Manager – one assistant, over 100 of them and their assistants.

BU/DS: Douglas Pearson – BU/DS Manager – several powerplants, Engineering, Maths Manager – Program Manager – three software engineers and one technical writer.

IT and Statistical Support: Barbara Petersen – IT Manager – one web developer and two support engineers.

3

4 Barbara and Michael are in a small company.
5 Michael and Barbara are growing fast, so it's going to change as they take over staff.
6 Michael might move them from one B&S department to another.
7 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.
8 Michael's parent company. They both Michael own a couple of parts of it.
9 Michael's father was appointed Head of IT at a big consulting firm, but Michael left after three months.
10 Research and Development, Engineering, and Marketing and Sales.
11 Design, Research, development, development programmes, for that are in Marketing and R&D meeting.

11 c) 12 a) 13 d) 14 a) 15 b) 16 c)

1.3 Grammar: Past tenses and advice structures

1 said 2 had fallen 3 was beginning / had begun
4 had given 5 called 6 had improved 7 had learnt
8 had closed 9 were using 10 closed

1 and 2 asking 3 asking 4 to ask 5 asking 6 ask
7 to ask 8 and 9 to ask 10 to ask 11 to asking 12 to ask
Missing recommendations: 1, 4, 7, 9, 12
Correct or friendly suggestions: 2, 3, 5, 6, 8, 10, 11

1 The CEO did very well for himself. The CEO gave a party.
2 The CEO challenged his team. He showed the team how the pool.
3 There was a loud splash. Everyone followed the CEO to the barbecue.
4 The CEO swam for his life. The鳄鱼 arrived back on the pool.
5 The CEO reached the edge. The鳄鱼 tried to catch him.
6 A crocodile tried to bite the CEO. The CEO climbed out of the pool.

7 had done; was gradually swimming
8 had been
9 had just started, was
10 had arrived, ran back, was swimming
11 had done; caught, reached
12 had / 'd just managed, found

13 Michael: A: 1 c) 2 a) 3 d) 4 a) 5 b)
B: 6 b) 7 c) 8 d) 9 c) 10 d)
Michael: B: 1 c) 2 d) 3 a) 4 b) 5 b) 6 b) 7 c) 8 d)

1.4 Speaking: Meetings – one-to-one

Answers depend on local and work cultures. Suggested answers:

1 In most English-speaking cultures, this is the norm, with the notable exception of Asia, where respect, and the quantity of power, are addressed by the interviewer. That's the first manner is also unusual in much of Asia, and in Germany.
2 Some cultures, like France, make a clear distinction between business and personal life. Others, like the Germans, are more company. There are regular social events, where all levels of staff are expected to take part.
3 In most Latin cultures, managers with expert subordinates, no problem. Latin cultures meeting culture. Some staff in Nordic cultures may be shocked and even insulted by such a request.
4 This is used to describe some of the types of work involved there are local or remote culture. Personal culture. For staff in production may be very remote culture, whereas a company culture like sales or marketing, where workers are more likely to meet directly, may not have this problem.
5 This is the case in the West, and Asia, culture, the organization is often strict, with a certain order, or even strictness associated with underlying law.
6 This probably depends on the organization, but in much as on the culture. In large organizations, for example, the majority of attendees will not be expected to speak.

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

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