

The British manager abroad

Your company has sent you to Tokyo for two years. Your family can't travel with you because the children are going through exams. You don't speak much Japanese yet, so activities outside of work are restricted. No matter, you're hardworking and want to get on, so you stay late at the office most nights. So it seems, does everyone else. Why don't your staff ever seem to go home?

You have been transferred to the Stockholm office and are in a meeting with your new team. The discussions are going round and round and no decision is being made. As their new manager you feel it's time to end this long-running debate and get on with the meeting, so you tell them your decision. What happens next?

You were transferred to the Athens office some months back and are getting frustrated that no one appears to want to take the initiative. Why might this be?

You have been in Bangkok for six months now. Your company has just launched a new appraisal system and head office in London has advised all expatriate managers that it is to be introduced at all locations. You think it's an excellent model and one that invites open discussion about developmental needs. You've started to hold one to one appraisal discussions with your staff, but are disappointed with the discussions. No one seems to be able to recommend any areas for their own development, yet you've already pointed out your observations of what they might need. What's happening?

How do you think you did? If you're not sure, contact us for an explanation on smithhalsall@btconnect.com

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