

RDI Cross-Cultural Management

Case Study 1:

How to lead and develop employee effectivity in Korea

Company A, British company in the field of heavy industry wished to create a culture of accountability and initiative in their Korean branch. "Instead of coming to me with problems and expecting answers, I wish they would come to me with solutions and expect a discussion" - said General Manager of Company A.

Company A invited RDI to deliver a workshop with their senior management team on Korean Business Culture and how to effectively develop their employee's initiative. RDI and Company A were able to identify specific behaviours that would create a culture of accountability and initiative, as a result, an effective coaching framework was co-developed with RDI to implement into the company leadership model.

General Manager Feedback "After using the coaching framework, over a period of time, my direct reports have noticeably demonstrated more initiative, confidence in their own decision making, I no longer have to micromanage them, and can focus my energy on delivery my organisational strategy"

Case Study 2:

Eliminating Communication Barriers with LEGO SERIOUS PLAY

International premium luxury hotel located in Seoul needed to engage and energise their leadership teams in their upcoming strategy meeting. General Manager of the hotel hoped that senior managers and directors from different cultures and functional background can all contribute and be a part of the discussion.

RDI were invited to design and facilitate a 1-day strategy team day with the purpose to break down communication barriers and create an equal playing field for all members of the leadership team to contribute their thoughts and insights regarding the strategic direction of the hotel.

By utilising LEGO SERIOUS PLAY, RDI designed and delivered an experience where every single one of the 24 participants were able to maintain engagement and participation throughout, by being "hands-on and minds-on". The team was able to generate valuable output and discussion from the day.

Case Study 3:

Problem solving in a Korean Business Environment

A Korean Automotive company's European subsidiary was looking for way to engage their local European employees and hoping to bridge differences in business culture that is holding back their employee's productivity.

RDI designed and delivered a 1-day workshop at the Automotive company's European headquarters, with the purpose to support the local employee's understanding of Korean working culture, also provided them with a simple framework to make plans to collaborate more effectively with Korean colleagues and to track their progress.

It was productive day with participants gaining insights about how to work better in a Korean business environment.

Thank you for downloading this RDI guide. You may find other useful guides for download on rdiuk.com, follow us at facebook.com/rdiworldwide and contact us at: nextstep@rdiuk.com

A large, light grey watermark of the RDI logo is positioned in the lower right quadrant of the page. It consists of the letters 'RDI' in a very large, bold, sans-serif font, with the full name 'Research Direct International' written in a smaller, lighter font directly beneath it.