

Internationals in Denmark have expectations based on their own country's work culture, their educational structure, and their previous jobs. But Danes have their own expectations. If your company or organization involves Danes and internationals working together, Kay can create a presentation or workshop that will help everyone discuss their expectations in an enjoyable, entertaining, but honest and useful environment.

- KAY XANDER MELLISH



DANISH WORKING CULTURE (SELECTED SLIDES)

DANISH MANAGEMENT STYLE

Danes believe in "freedom with responsibility" and detest micro-management.

This is made possible by the culture of trust - and it's important for newcomers never to betray that trust.

The boss outlines the job

Communicates KPIs, timelines, budgets, staffing

The boss collects consensus

Gets input "before" any decision is made, instead of trying to rally the troops afterwards

The boss steps back

Fewer milestones and cc's compared to other working cultures. "Come to me if you have a problem"

ADMIT YOUR MISTAKES - QUICKLY

In Denmark, admitting that you've made an error increases your credibility and makes you more equal. It makes your team like you more.

"We prefer to admit mistakes quickly and begin fixing them. The blame game is a waste of time."



Who's the boss?

When you enter a room of Danish businesspeople, it's not always easy to tell which one is the boss



"I TRUST THAT..."

- "My colleagues will share their knowledge whenever they can."
- "If my colleague has a question about his assignment, he'll ask for help."
- "If a colleague realizes she's made a mistake, she'll let me know right away."