

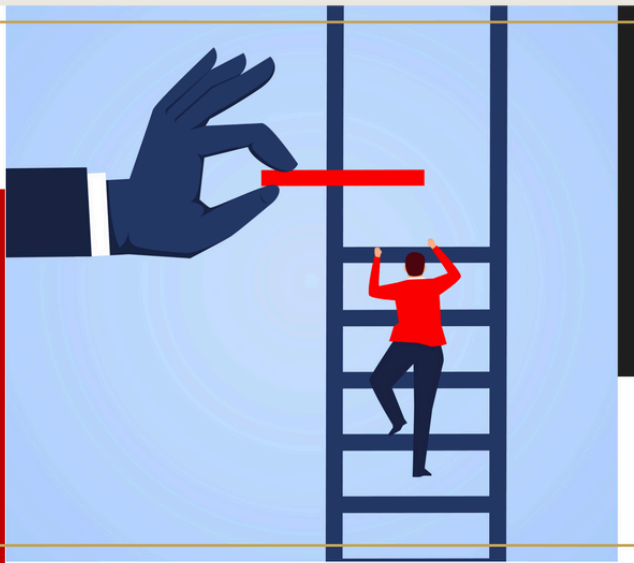
How can Danes survive and thrive when working with the energetic, excitable Americans? And how can Americans better understand Danish flat hierarchy, Janteloven, and humor? In this presentation, Kay Xander Mellish – an American who has lived in Denmark for more than a decade – delivers insights and strategies for how teams from the two nationalities can work better together. It is based on Kay's books "Working with Americans: Tips for Danes" and "Working with Danes: Tips for Americans."

KAY XANDER MELLISH



US/DK WORKING TOGETHER (SELECTED SLIDES)

DANES MAY NOT UNDERSTAND THE PRESSURES OF WORKING IN THE US



Beginning in childhood, Americans work to get into the best schools, the best universities, and the best companies.

Regular promotions and better job titles are a part of feeling that you are successful in life.

Competitiveness never ends, because there's always a bright person coming up behind you, and you have little safety net.

Only you will take care of you.


Americans vacation less because the customer is king

If your customer isn't taking a three-week vacation, you can't take one either



- US customers expect constant availability – would not put up with the office shutting down for 3 weeks in the summer
- It's hard to co-ordinate long vacations with friends and family members – unless it's a special event, like a wedding or honeymoon
- US employees stay in the office out of a mix of fear (what if everything runs perfectly well without me?) and ambition (I want to show I'm committed to the team.)

Danes find too many compliments childish...and a little suspicious



Why is she saying all those nice things? What does she want from me? I'm just doing my job!

JANTELOV = "LAW OF JANTE"

A FICTIONAL "LAW" THAT IS REFLECTED IN EVERYDAY DANISH LIFE



The Law of Jante

1. Don't think that you are "somebody."
2. Don't think you're as good as us.
3. Don't think you're smarter than us.
4. Don't act like you're better than us.
5. Don't think you know more than us.
6. Don't think at you are more than us.
7. Don't think you can teach us anything.