Answer key

1 Corporate culture

1.1 About business Work culture and placements

It depends on company culture. New employees need to try to work out quickly what is expected in each of the three situations and to adjust to the company culture as soon as they can. To start off though, it's probably salest to dress smartly, not be the first or the last to leave the office, maybe make one or two contributions to a meeting, but more importantly to listen and Requires and Elimet.

P. B.

- The experiment demonstrated how an unwritten rule is created. Seven examples of sowritten rules:
- nobody should ever cliesb the ladder
 - working long hours is more important than achieving results.
 - the boss is always right, even when he's wrong
 - if you're not at your desk, you're not working
 - nobody complains, because nothing changes women, ethnic minorities and the over 50s are not promoted

 - the customer is king, but don't tell anyone, because management are more interested in profitability.
- 3. New staff quickly learn when their ideas and opinions are listened to and valued, and when it's better to keep them to themselves, which assignments and aspects of their performance will be checked and evaluated, and whose objectives and instructions they can safely ignore. They learn from the way staff speak to management, to customers and to each other, and from the differences between what is said, decided or promised, and what actually gets done.

W 100

Suggested answers:

- Organizations and companies can try to avoid negative unwritten rules by respecting commitments, giving and listening to feedback, defining and applying clear procedures, providing training to develop a positive woods culture.
- A government department:
- Office etiquette: formul dress code, strict office hours, inflexible, subject to security constraints Relationships with colleagues, management and clients / business
 - partners: hierarchical and formalized
 - Autocomy and initiative limited, strict procedures for eventhing A small public relations firm:
- Office etiquette: probably very informal, relaxed, flexible, resultsorientated rather than time-conscious
- Orientation rather than time-common management and ellerts. / business Belaticostings with colleagues, management and ellerts. / business partners: friendly and participative, little or no visible biorarchy. Autonomy and initiative wide, but must be justified.
- A manufacturing company: Answers will depend on national and corporate culture.
- 38 American will yours.

Allessandra was not accepted by her colleagues. David agest an intern. Allessandra missarderstood the (unwritten) office rules on working bours. David assumed Monica would know to inform him she had a dentint's appointment, but she didn't; Monica misinterpreted David's friendliness as changing the supervisor-intern relationship.

Studionts' missiskess

- Alternandra's story: didn't ask about / was not sensitive to surwritten rules: didn't talk to colleagues.
- David's story: took friendly culture at face value; didn't accept criticism; didn't learn from the problem

Supervisors' migration

- Alessandra's story: didn't tell student about unwritten rules; gave student too-neeth autorisomy, didn't make sore student met colleagum David's story: didn't cyplain local work culture, didn't kneep enough distance
- from intern; didn't understand the intern's confusion

Answers will vary

1.2 Vocabulary Work organization and responsibility

Suggested assesses.

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

- Durid Durren = COO
 Administration: Monica Overstreet is Office Manager + two accountants
 Marketing and Sales: Bertrien Newman = Marketing and Sales Manager =
 one art director, one pg. officer and two salesmen
 E&B: Douglas Pearson = R&D Manager + seven approach scientists

 E-M: Douglas Pearson = R&D Manager + seven approach scientists
- Engineering: Herb Musroe Program Manager + two software engineers and one technical writer

IT and Technical Support. Revane Pawle - III Manager - one web developer and two support engineers

- Because Warndar is a small company. Because Warndar is growing fast, so it's going to change as they hire new 20 Made
- Because right now they don't have an HR department as such
- The COO runs the business on a day-to-day basis. The CEO deals with strategy and she's on the board of the parent company
- Trysis is Warndar's parent company. They took Warndar over a couple of
- He resigned when he was appointed Head of IT at a big consultancy firm but was fired after three months.
- Research and Development, Engineering, and Marketing and Sales.
- Doug Postson coordinates development programmes, he liaises with Mischetting and Engineering.

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1.3 Grammar Past tenses and advice structures

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10.00

2 solding 3 solding 4 to ask 5 asking 6 ask tion made its made 7 to ask 8 ask 9 to ask 10 Strong recommendations: 1, 4, 7, 9, 12 10 to ask 11 asking 12 to ask Careful or friendly suggestions: 2, 3, 5, 6, 8, 10, 11

- The CEO did very well for himself, The CEO gave a party. The CEO challenged his team. He showed the executives the pool.
- There was a loud splash. Everyone followed the CEO to the barbecox. The CFO swam for his life, Everyone arrived back at the pool.
- The CFO reached the edge. The crocodiles tried to catch him. A crocodile tried to bite the CFO. The CFO climbed out of the pool.

- had done; was proudly showing hard built
- had just started; was
- turned around, run back; was swimming had almost caught, reached
- had / 'd just managed; heard

DOM: N

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7 () 8 () 9 0 (7 h) and 10 i) are also possible;

1.4 Speaking Meetings - one-to-one

- Answers depend on local and work cultures. Suggested answers:
- In most English speaking cultures, this is the norm, with the notable exception of Africa, where superiors, and frequently peers, are addressed by their surmame. Use of the first name is also unusual in much of Asia,
- and in Germany.

 Some cultures, like France, make a clear distinction between business and personal life. Others, like the Swedish furniture company Boss. organize regular social events, where all levels of staff are expected to
- In most Latin cultures, managers will expect sub-ordinates to perform
- In secon Laten custures, managers with expect subordinates to portorm tasks filte making coffice. Some staff in Nondic custitures may be shocked and even insulted by such a request. This usually depends more on the type of work involved than on local or work custure. Personal calls for staff in production may be very unwelcome, whereas in departments filte sales or marketing, where work organization is more flexible, there is usually no particular problem.
- This is the case in many English-speaking and Nordic cultures, especially in the USA. In Latin and Asian countries, the opposite is often true, with a certain leados or even machismo associated with working late.
- This probably depends on the organization as much as on the culture: in large scientific meetings, for example, the majority of attendees will not be expected to speak.

Moneyskills Org Answer Key

Vicki F. Sharp, Martin G. Levine, Richard M. Sharp

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Karen,2011-12-31 This book shows how partnerships can be cultivated through projects programming funding and extending the library s presence through unique avenues offering librarians a better understanding of what might be possible for their situational requirements and limitations Provided by publisher The State of Financial Literacy and Education in America United States. Congress. Senate. Committee on Banking, Housing, and Urban Affairs,2003 Healthcare Financial Management ,2009 Promoting Health and Addressing Disparities Amongst Indigenous Populations Esteban Ortiz-Prado, Jorge Vasconez-Gonzalez, Rene L. Begay, Juan Sebastian Izquierdo-Condoy, 2025-01-31 Indigenous populations have experienced centuries of oppression marginalization and discrimination In the present day this has left these populations even more vulnerable as they must confront a significant number of public health challenges to uphold their health and well being Indigenous peoples life expectancy is up to twenty years lower compared to non Indigenous people

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