

Assessment of:

COMMUNICATING, LEADING AND
DEALING IN CHILE, FINLAND, JAPAN
AND UK– A COMPARATIVE
ANALYSIS

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1. Introduction

The reason I have chosen to assess this particular assignment is due the wide variety of cultural context. I am also aware of the different roles that the participants of the report play in their organisations. Not only did I feel this group represented different cultures but also different positions of influence within these respective cultures. It was a pleasure to read this paper and I would like to share some of the ways I benefited from the paper, while also addressing my own preconceptions on the studies industries and cultures. I hope also to critically analyse the papers contents, including; structure, recommendations and possibilities for areas of further analysis.

1.1 Preconceptions

1.1.1 Chile

I have travelled quite a lot in Latin America and I have a view of a very laid back working environment and culture. One word which sums this Latin culture up is “Ahorita” Which on translation means something along the lines of “In a moment, soon etc”. However, if you hear the bus is coming “Ahorita”.....you could be left waiting quite a long time.

1.1.2 Japan

I have had no personal experience of working culture or life in Japan. My preconception is of a hard working workforce and a country where time and punctuality is important. Lately there was a news report in the Irish paper where a public transport company in Japan made a public apology as a train had departed 20 seconds early (See news report here: <https://www.irishtimes.com/news/world/asia-pacific/japanese-firm-deeply-sorry-after-train-leaves-20-seconds-early-1.3294849>). This is surprising coming from a country such as Ireland where public transport can be quite unreliable with departure times and punctuality. There is a joke about the “ghost buses” in Dublin where your app tells you that your bus will arrive in five minutes, that it is due and that it has left, without you ever seeing it.

1.1.3 UK

I would regard the working culture of the UK as similar to ours in Ireland. We would see our neighbours, especially in education, as a bit more ‘by the book’, and paperwork seems to take priority over actual teaching.

1.1.4 Finland

My first experience of the Finnish organisations has been through our MEL participants. I see quite a few common themes between Finnish working cultures and Irish. This preconception of similarities was clarified by our own report where we analysed an Irish school with two Finnish organisations.

2. What I Learned

I think this report was quite informative. Below I outline the key things I took for the document. I will comment on how I feel I will benefit in the future from the information in the report and how the information was delivered.

2.1 How I benefited

Your text was interesting from a global point of view and helped me gain a new perspective on some of the preconceptions I had held.

The delivery of Hofstede's 6D model compared and contrasted the cultures effectively.

Infographs and tables made for good summaries of the cultures.

In all the countries shaped up pretty much as I had expected.

2.2 Information Delivered

Your contents lay out your paper in a logical way, which makes it easy to follow and jump to sections of particular interest.

I like how you didn't keep your analysis one dimensional. You included for example in “leadership cultures” both Lewis and Hofstede and Trompenaars which added nice diversity to your analysis. Hall's theory was laid out very clearly and easy to compare and contrast the four cultures. In the same way Hofstede 6D model gives a clear picture of the four countries, so the reader can get a quick idea of the similarities and differences.

Infograph 1. “Leadership Culture Characteristics in Chile, Finland, Japan and UK” Was a colourful informative presentation, which sums up the text nicely.

3. Critical Analysis

Below I make some recommendations. I feel that the report was comprehensive and addressed a lot of different topics.

3.1 Structure

I think the report was structured in a logical way. The report contained a lot of information but the flow was kept throughout. It contained a nice break from text through the use of tables and infographs. I have no recommendations to make on the reports structure.

3.2 I would recommend

- It would have been nice to gain more insight into your personal organisations.
- I feel the introductions for each country were a little bit too formal and “fact heavy”, some personal experiences of the working culture here, an anecdote maybe, would have been nice.
- As this assignment was for the other members to see it would have been nice to see more of your personalities in the report.
- Theory was very prominent as well as facts, but as mentioned, combining these with personal experiences would have been of great interest to me.
- Well done on the hard work.