**Scenario 2 Case Study**

**1. Summary:**

Marcus went to a 500 dominations international conference in Jakarta, Indonesia, with a 4-members team from Vancouver, Canada. However, different cultures cause some problems. First, when they tell the Indonesian to do something, and they say” yes”, they might not do this because “yes” in their culture means “that is a good idea” but not “okay, I will do it now”. Second, they need more time to do the same tasks than Canadians because they think faster will cause more mistakes. In the end, Marcus’ teams learned to manage and take international conferences successfully through their team boss Lara.

**2. Analysis:**

Indonesia might have a low-Performance orientation, which means they are not rewarded and encouraged for goals and are more relaxed in achievement. The evidence is that they work very slowly and relax. Opposite, Canada might be a high-Performance orientation country because they always work in hurries. In addition, Indonesia might also be a low-Future orientation country, which means they are spontaneous and prefer to enjoy the present because though they said “yes”, they might do nothing.

**3. Recommendation:**

To solve the problems, Marcus should have changed his management way. First, because Indonesian employees always say” yes” but do nothing, Marcus should have told them the deadline and given the orders clearly, which makes the employees cannot confuse. Then, Marcus could have adapted the schedule to the Indonesian work style, which means he should have planned the tasks forward. He also could have ordered the employees to work on time, but I do not think they followed. Perhaps he could have agreed with employees that the Indonesian increase their speed and the Canadian drop their speed to work together well.