

# Do's and don'ts in Norway - a journey and not something constant

## Decision system

How is decisions taken and what is needed to influence them



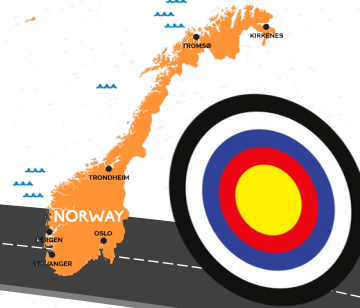
## Problem solving

How to address problems when they arise and turn them into a positive thing



## Contextual understanding

Are the differences and similarities constant or do they change by time and place



## Who am I?

My background for talking about this topic



## What is different?

Are we similar or is it any difference that we need to be aware of

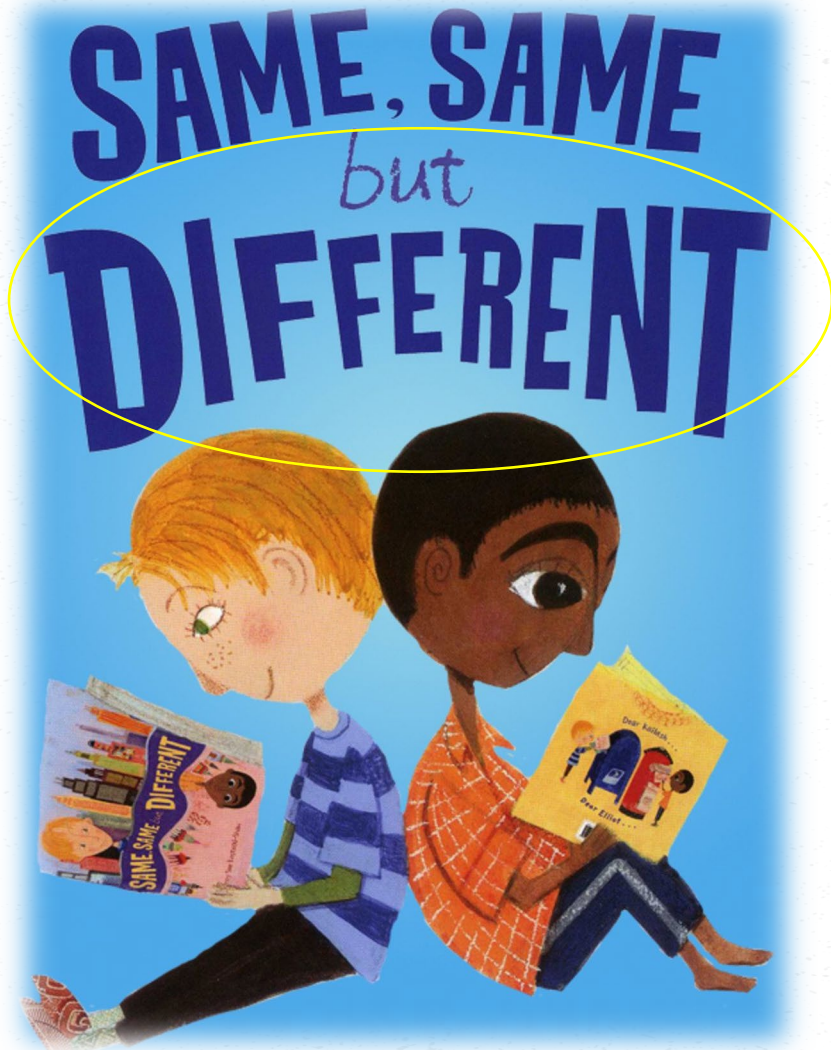
# Who am I ?



- 61 years old with 40 years of experience in developing, manufacturing and selling advanced technical products, systems and services
- 30 years of experience with international business
- 2 years of experience working closely with Latvian companies
- A big believer that it's never too late to learn something new or meet new people



# The iconic Tinglish (Thai-English) phrase

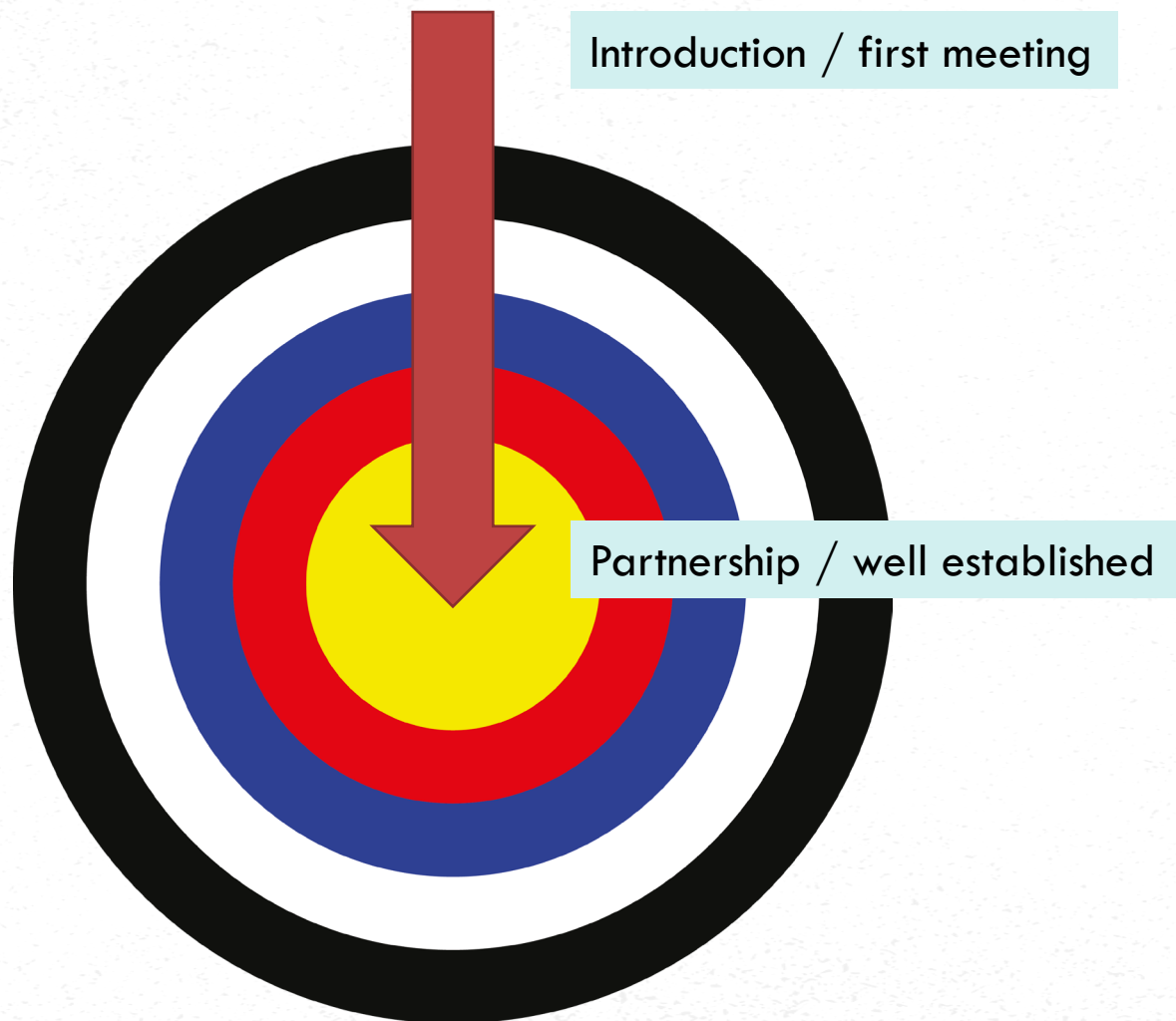


- Norwegians and Latvians are indeed quite similar but do not let that make you forget that there are some differences
- In my experience the main differences are related to:
  - Workplace organisation and how decisions are made
  - Social conventions and the equality between coworkers and their managers
  - Work / life balance
  - Punctuality and expectations to meet deadlines
  - Janteloven and putting society ahead of the individual

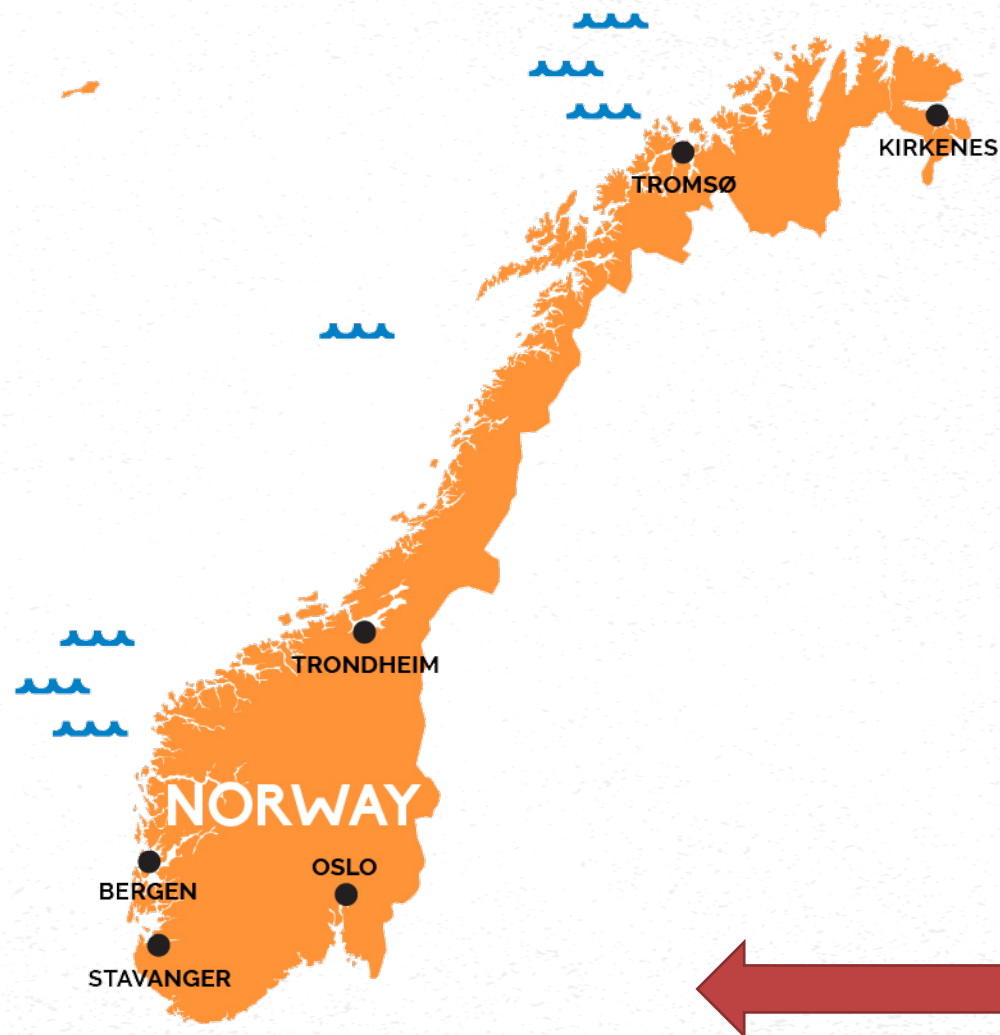


# Context needs to be taken into consideration

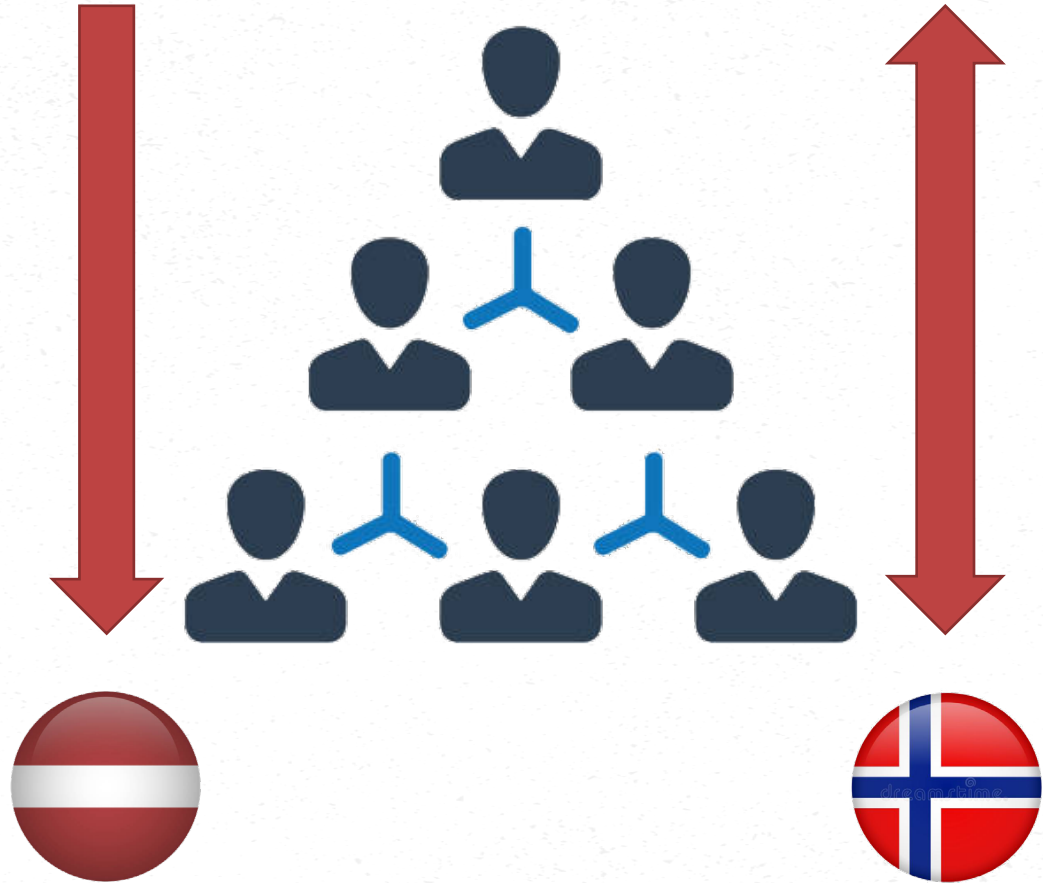
Maturity of the relationship



Which part of the country



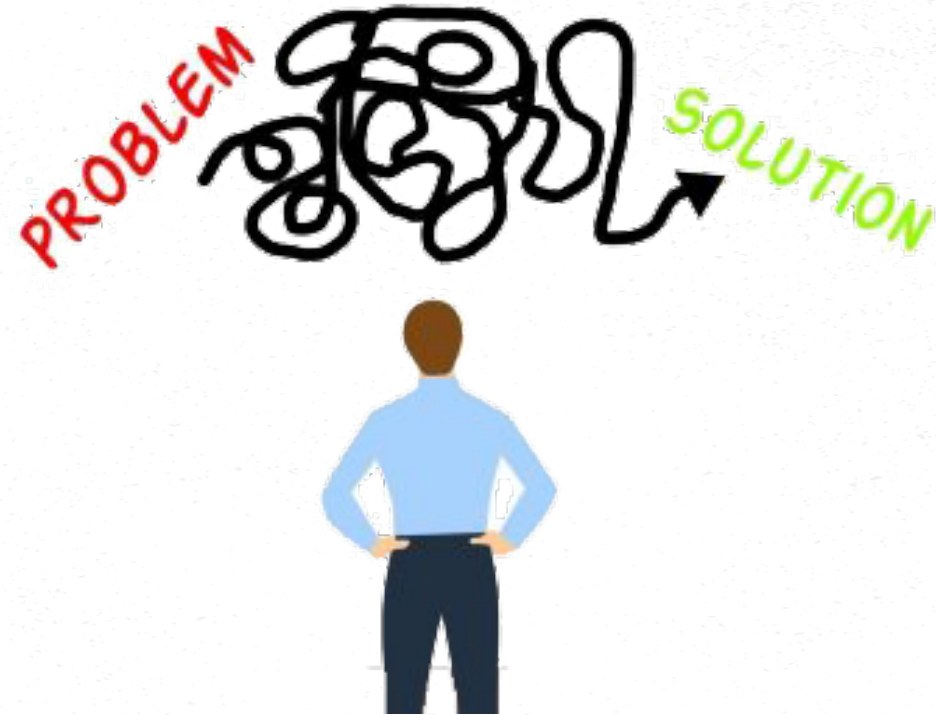
# Decisions –where do they take place?



- In Norway decisions are taken at all levels in the organization
- It is important to get to understand the organization, make contacts and build trust on all levels before pushing business
- Trust is built by knowledge, honesty and punctuality
- Domain knowledge about your partners market is highly appreciated so do spend time to understand their every day challenges and opportunities. That way you can get involved as a discussion partner and be a part of the decisions taken



# How to make a problem into a competitive advantage



Try to present at least one possible solution to the problem

