



Norwegian business culture

Some cultural highlights



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12th May 2023

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30 years work experience from multicultural environment
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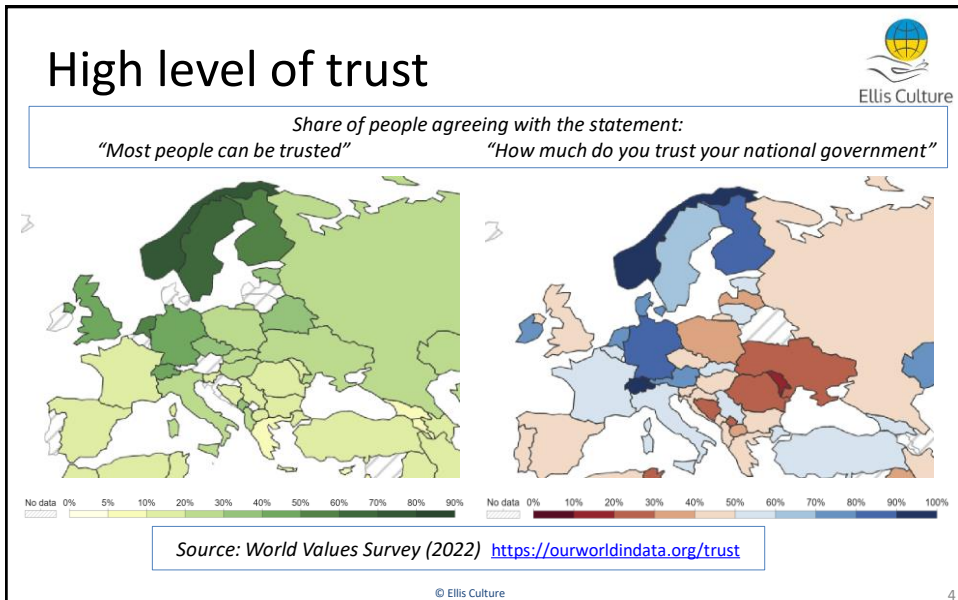
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I conduct courses and write books






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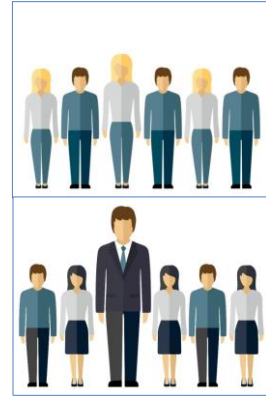


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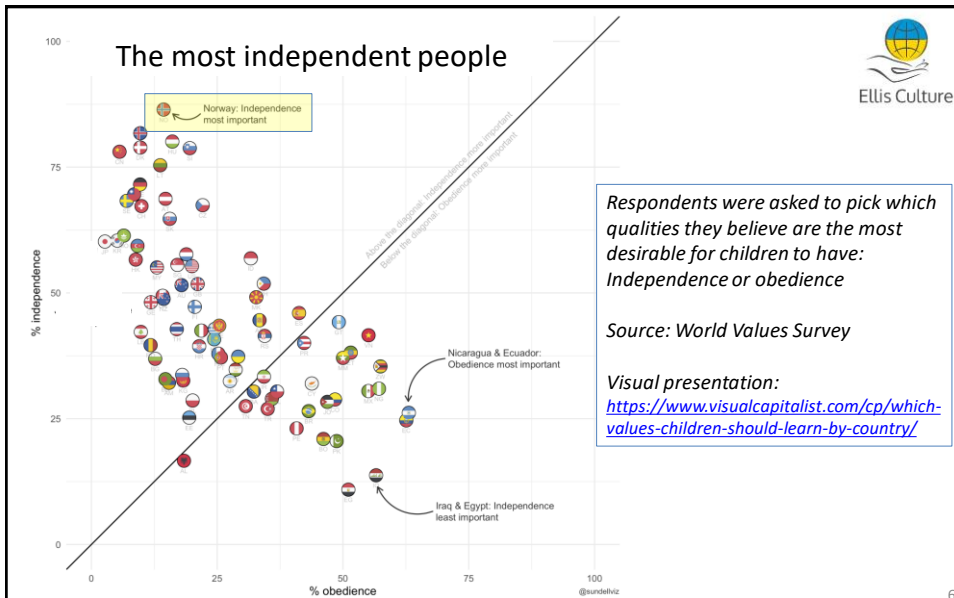
Different from most other European business cultures!



- Trust
 - Self-accountability without supervision or follow up
 - *With freedom comes responsibility*
 - Transparency and sincerity
 - Long term focus, sustainability
 - Negotiations: Win-win approach
 - Strict rules against corruption
- Flat hierarchies (*often ignored*)
 - Small power distance and informal style
 - Consensus in decision making process
 - Employee involvement and strong unions
- High focus on Health, Environment and Safety (HMS)
 - Safety in all settings
- Feeling of psychological safety at work
 - Social security system, job protection
 - Trial and failure as part of learning process.



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Independent work style



Lack of clarity -> focus on **what**, less on **how**

Common sense and improvisations rather than detailed guidelines

- Little guidance, lack of clear expectations, scope and mandate
- Some improvisations (learning by doing) in projects
 - Details sorted out during the progress of the projects
- Lack of detailed processes, specifications, documentation
- Lack of follow up (*trust and self-accountability*)
- Indirect language
 - Soft orders: “*It would be nice if you could...*”
 - Negative feedback delivered with a softener, or indirectly.

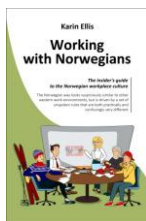


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Questions and answers



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Book
<https://ellisculture.com>



E-learning course
<https://speaknorskonline.teachable.com/p/working-with-norwegians>



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