

Common Challenges and Solutions

- Regional Collaboration
 - Global Mindset
 - “Strong Corporate Identity”
 - Joint ownership, Accountability and Reward for Collaboration
 - Balancing HQ policies with local context
 - Cross-cultural training within region
- Motivation and Retention
 - Respect: “Employee” vs. “Colleague”
 - Career Path
 - Developing local talent
- Communication and Feedback
 - Language/Cultural training
 - Your opinion matters: “Assertiveness”
 - “Bad News Must Travel Fast!”
 - Agree to Disagree

