

MANAGING HQ & LOCAL RELATIONSHIPS IN COMPLEX, MATRIX AND VIRTUAL ORGANISATIONS

for better results – lower costs – improved satisfaction

Delegate profile	Top and mid-level managers in Finnish-Polish businesses
What you get	Latest research results about Polish managers' attitudes and behaviors More awareness about factors impacting cooperation locally and across borders Tips what to do and what to stop doing to achieve better results, lower costs and improved satisfaction Opportunity to meet colleagues and share experiences
Dates and venue	May 17, 2012 from 12:30 – 17:30, Warsaw, Sofitel Warsaw Victoria May 30, 2012 from 12:30 – 17:30, Helsinki, Pääpostin kokoustilat
Fee	first delegate 350 €, next 220 € (+ VAT)

SEMINAR PROGRAM

12:30 – 13:00	Registration and light lunch
13:00 – 14:15	Attitudes and behaviours of Polish managers , <i>prof. Jacek Mironski, SGH</i> Latest results of research by Deininger Consulting and Warsaw School of Economics (SGH) about Polish managers employed in international companies.
14:15 – 14:45	Coffee break
14:45 -	Key reasons for delays, high costs and dissatisfaction in complex organizations , <i>Anitta Koskio, ExpatHouse</i> <ul style="list-style-type: none">• Lack of knowledge about local business culture and management mindset• False belief that technical installation is enough to get return on investment• Ignoring that national cultures have impact on corporate culture implementation• Changes in power, career and differences in opinion - often big threats to local management• Connected but no effective communication between HQ and local unit and among local teams• Too many silos and too little sharing• Control, people like control but dislike being controlled• Underestimating the power of trust• Lack of local response and involvement in global decisions
	Tips how to avoid pitfalls and resolve dilemmas!
17:30	Wrap up and closing the seminar.

For further information and sign up contact Anitta Koskio mobile +48 514 089 220 or anitta.koskio@expathousesolutions.com

Submit your participation latest by April 27th for Warsaw and by May 11th for Helsinki .



Anitta Koskio has been a long-term partner for many Finnish and Scandinavian companies in Poland. Her executive coaching and team building have brought significant results in the clients' business success.

Anitta has been the facilitator of CEO Dinners, speaker in conferences and seminars. She is a visiting lecturer in cross-cultural management courses in Warsaw School of Economics (SGH).

She has also devoted time to enhance business relations between Poland, Finland and Scandinavia in her positions as the Chairman of the Finnish Trade Guild in Poland (FTG) and Vice Chairman of the Scandinavian-Polish Chamber of Commerce (SPCC) and now as the Chairperson of the Finnish-Polish Chamber of Commerce (FPCC) in Finland.



Prof. Jacek Mironski - Head of Business Communication Department in the International Management and Marketing Institute in Warsaw School of Economics (SGH), Academic Director of CEMS MIM Program (Master in International Management ranked top 3 in the world in the Financial Times ranking, Head of the Postgraduate Study Program in Public Relations in SGH.

His research and teaching interest focuses on Organizational Behavior and Management, Leadership, Business Communication and Cross-cultural Management. He has also a professional experience in international corporations and study visits in different countries among others Fulbright Scholarship at the Columbia University in New York (USA).