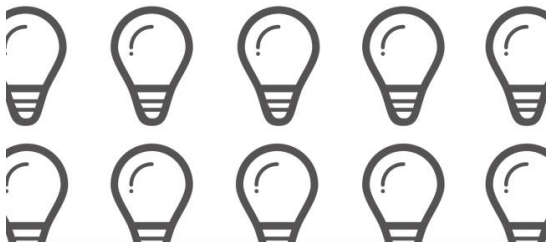




pocket book

THE IMPORTANCE OF  
A GLOBAL MINDSET

DEEPIKA NANDAGOPAL



Pocket book

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The Importance of a Global Mindset Pocket Book  
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To talent that wishes to succeed in  
today's global workplace

# Chapterlings

#1 **Body** v/s **business**. **Organism** v/s **organization**

#2 The **VALUE** c-h-a-i-n of c-o-m-m-u-n-i-c-a-t-i-o-n

#3 Oh that **invisible barrier!**

#4 On your marks, get the right **mindset,**

**GO!**

# 1

**Body** v/s **business.**

**Organism** v/s **organization**

**Success** in today's increasingly *interdependent* world lies in the ability of **businesses** to function effectively *across countries*.

After all, a **business** is pretty much just a **bunch of individuals** who work together to *create* a great **PRODUCT**, offer a great **SERVICE** or set out to **ADD VALUE** in peoples' lives with the hope of generating **FINANCIAL RETURNS**.

This means that in order for **businesses** to do the things they are **best** at doing, the **individuals** who work in the **business** are key to the **business's SUCCESS**.

As the **business** grows, it becomes an **organization** with many **employees**.

If we compare an **organization** to the **human body**, one might say that each **employee** is comparable to a teeny-tiny microscopic **cell**.

Now for the body to work **effectively** it needs **issues** (comparable to **teams**) which are nothing more than a group of these **valiant cells** (**employees**) working towards the **same cause**.

We need a collection of **issues** (**teams**) to form an **organ** (**department**) which performs a **specific function**.



Organs put together form the **organ system** (**segments** within an **organisation**) which completes a generic function.

Finally a group of **organ systems** (**segments**) forms the **organism** (**organization**).

Using this analogy of the human body we see that in order for the organism to be *healthy, wealthy and wise*, each organ system needs to be in the **pink** of **health**.

Similarly if we work backwards we can say that for each **organ system** to be **functional**, each **organ** must **work as per plan** which means each **tissue** should **perform** to its **best** which again boils down to each **cell** putting in its share of **diligent duty**.

So great! If an **organisation** ensures each **employee** performs his/her tasks in the best way possible the **organization** would be in the **pink** of its **health** and can make

**TONS OF MONEY.**

**CORRECT?**

If only it were that **simple!**

# # 2

The ~~VALUE~~ c-h-a-i-n of  
c-o-m-m-u-n-i-c-a-t-i-o-n

What we failed to include in our little analogy was the **i-n-t-e-r-a-c-t-i-o-n** between cells.

Cell-cell interactions play a crucial role in the **development** and **well-being** of an organism.

These **i-n-t-e-r-a-c-t-i-o-n-s** are essential for cells to **c-o-m-m-u-n-i-c-a-t-e** with each other in response to changes in their microenvironment.

If this **i-n-t-e-r-a-c-t-i-o-n** between cells is hampered for any reason, this loss of **c-o-m-m-u-n-i-c-a-t-i-o-n** could result in uncontrollable cell growth and behaviour, potentially causing **cancer**.

Drawing this into the context of the modern organization (whose offices are spread all over the map) we can only begin to imagine the potential

**“organizational cancer”**

caused by **miscommunication** and

**failed i-n-t-e-r-a-c-t-i-o-n-s**

between **diverse** teams of individuals perhaps on a daily basis!

So it's all about getting this

**c-o-m-m-u-n-i-c-a-t-i-o-n**

right, isn't it?



Well, **YES** that certainly  
is a significant step towards  
**organizational SUCCESS.**

**C-o-m-m-u-n-i-c-a-t-i-o-n,**  
which is so basic to human  
beings, can't be all that  
*hard* now.

Can it?

Well, I'd be happy to kneel in reverence to anyone who honestly claims that they have *never* had even a single word of **miscommunication** with their family.

If it's possible to have less-than-perfect **transfer of information** or a **misunderstanding** between people who know each other as well as a family does, then well, it certainly is possible to have **less than awesome c-o-m-m-u-n-i-c-a-t-i-o-n** in the workplace.

So if you consider the

**modern workplace ...**

A **culturally diverse** workplace you  
say?

**Teams** spanning the  
continents?!

Oh blimey!

How **excruciatingly difficult** it must be for this **organization** to manage to **crawl** out of bed each morning...

Let alone make the **PRODUCT** it is best at producing, render a **SERVICE** it is best at delivering or add a **VALUE** it is best at creating.

A mammoth task indeed to **Climb** daringly over this **invisible barrier!**

# 3

Oh that *invisible barrier!*

Let's look at **culture**.

What **culture** essentially provides us is a **lens** through which we view the world.

It's comparable to wearing a pair of prescription **glasses** so you can see the world **clearly**.

These **glasses** were stuck onto our pudgy little faces when we were mere toddlers by the **culture** we grew up in and they got thicker and thicker as the years progressed.

Et viola!



Until finally we're all grown up and have this thick pair of **glasses** stuck onto our eyes, making us see the world from the **cultural** context we are familiar with.

This is essentially what **cultural conditioning** is.

Now you never really *realise* that you're wearing these thick **conditioned glasses** when you're surrounded by people from your own **culture** (who are also wearing that *same* pair of thick **glasses**).

However, you'd immediately notice these **glasses** of yours when you **step** out of your hometown, maybe **travel** abroad or **interact** with tourists.

You suddenly *realise* that the world around you also seems to wear these **glasses**, but with *differently* powered **lenses**.

What each **lens** tends to do is it **creates** a filter to what is observed and how this is **interpreted**.

For example, the cultural lens of a person from an Eastern **culture** would tend to **interpret** a slight bow of the head as a mark of respect.

However, the **cultural lens** of a person from a Western **culture** could interpret the same action as bashfulness, or embarrassment.

A trivial example, but it could certainly **create** some **confusion** to say the least when we have team members working together who hail from different **cultural** backgrounds.

Our **cultural lens** when used in our own **cultural** context **creates** harmony and provides a means to find common ground with our fellow life travellers.

However, these same pair of **glasses** when used in other **cultural** contexts may **create** some **confusion** which could perhaps result in **disharmony** unknowingly.

*Realising* that we each wear a thick pair of **conditioned lenses** is already a good start when **interacting** with team members from a **culture** *different* to ours.

This *realization* from each team member involved could already help in allowing the team to form a path towards learning to **communicate** effectively with each other, to be more **understanding** and **open** with each other and not rush to judgement or be quick to take offense.

To be able to effectively **communicate** across various **invisible borders**, one requires a certain approach towards these **interactions...**

One requires a certain way of  
*thinking...*

One requires...

A certain **mindset.**

# # 4

On your marks,  
get the right **mindset,**  
**GO!**



Simply put, **mindset** is pretty much the settings of the **mind**.

It's the way the **mind** is configured which shapes our **attitude** and **outlook** towards life and all the color it brings.

A classic example that can throw some light onto a person's **mindset** is the glass *half full* or *half empty* question.

The good news is this configuration is not hard-wired. One can consciously *choose* to have a certain type of **mindset**.

Having the right **mindset** can help an individual tackle **life's hurdles** in the best possible manner to **Succeed**.

**Businesses** these days are in a rush to achieve progress.

It's all a **rat race** after all.

But what's the point in **running** a race you want to **WIN** by wearing.....

flip-flops ?

or

*stilletto*s ?

or

**steel-toed workman boots ?**

All **perfectly** good types of footwear.

But certainly not **PRACTICAL** to **WIN** a race right?

Each **pair of legs** may by nature **run** at a different pace. That's something that is hard to change.

However *choosing* the **RIGHT** shoes would certainly help those **legs** get ready to run!

So if you think about it, **team** members bring with them **talent** and a unique **personality** (pair of legs) to the **business**.

Putting on the **RIGHT** sort of shoes (the **RIGHT** mindset) can go a long way in helping the **team run** that race well!

So go ahead, *choose* the **RIGHT**  
shoes ...

*Choose* the **RIGHT** mindset...

# The **GLOBAL MINDSET.**



# About the Author

Deepika is the co-founder of globl.me. She is an entrepreneur, global thinker and cultural chameleon. She also happens to be a mechanical engineer and a geoscientist.

Her unconventional career has spanned the manufacturing and oil industries. Her work has taken her from financial capitals like London and Singapore to remote pockets of the world like the Persian Gulf and the Thar desert.

She has spent the past decade hopping around countries in continental Europe, the UK, USA, Middle East and Asia which has given her the opportunity to interact and integrate with diverse teams and understand complex situations from various perspectives to provide well thought out solutions.

She is on a life mission to empower talent to succeed in the global workplace.

You can write to her on [deepika@globl.me](mailto:deepika@globl.me)

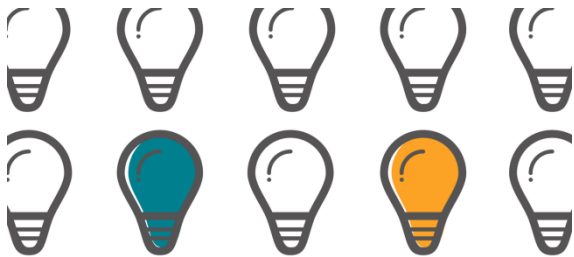


Globl.me was founded by Deepika Nandagopal and Fabian Knobloch in 2016.

The company's vision is to help talent succeed in today's world of shrinking borders by empowering them with a global mindset.

The company believes in connecting individuals from diverse cultural backgrounds, enabling better communication, encouraging a safe and nurturing environment, building bridges to work towards a common cause, adding value and creating synergies in teams to foster a better work culture.

Globl.me delivers global mindset workshops to schools, universities and companies to develop cross cultural awareness and effective communication skills to help multicultural and diverse teams collaborate successfully.



Success in today's increasingly interdependent world lies in the ability of businesses to function effectively across countries.

This **POCKET BOOK** hopes to give you an insight into a key component needed to succeed in today's global workplace...

