



# '14 CTI Symposium and Seminar French and American engineers

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EAME Manager, Network technologies

Passion for Geoscience



# Multicultural Aspects (what differentiates us)

## No Cussing!

The following 4-Letter  
Words are forbidden here:

Inch      Mile

Foot      Pint

Yard      Acre

And we never swear the Big F (use °C)

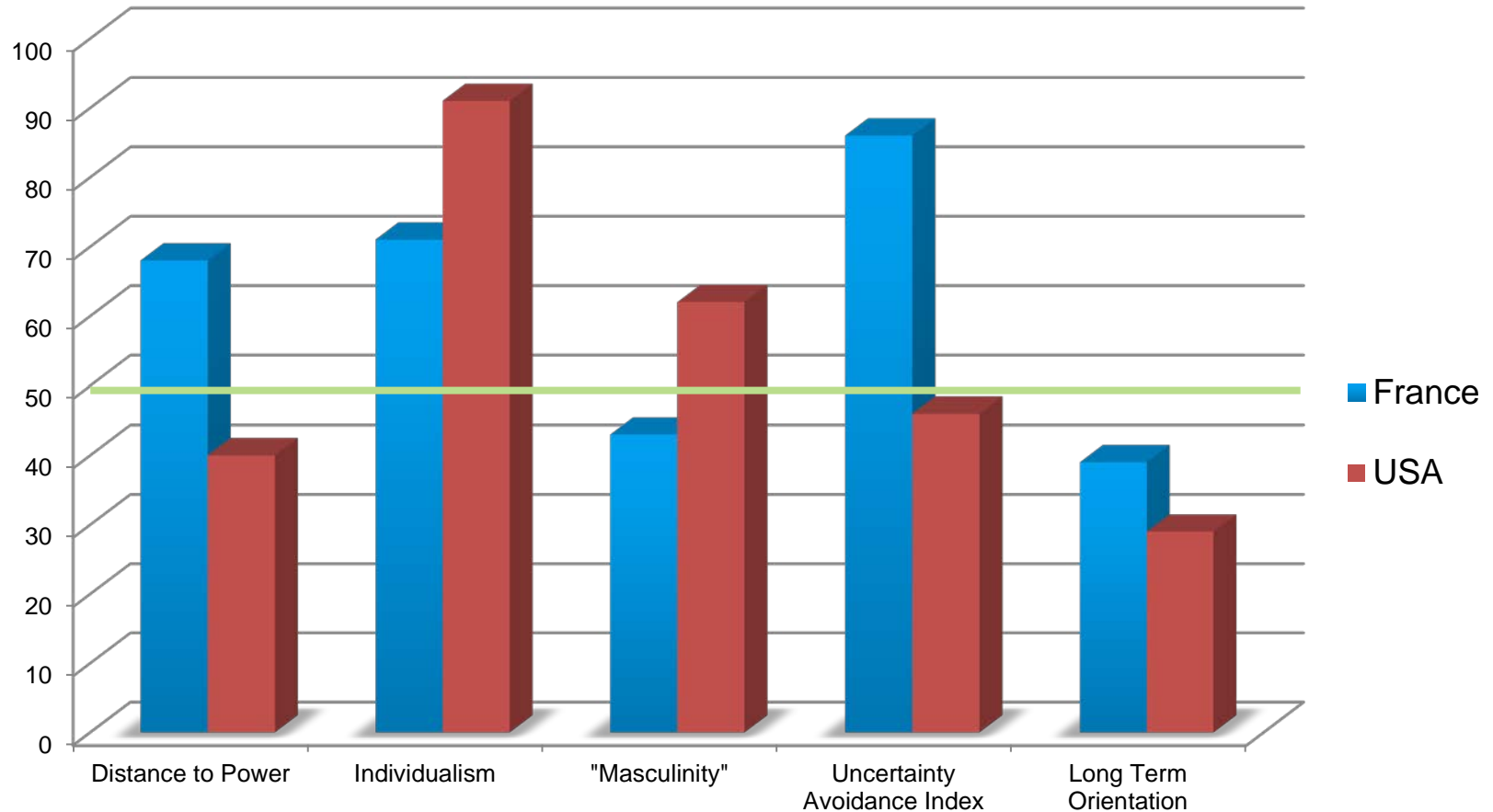
Please keep it clean and

**Metric**



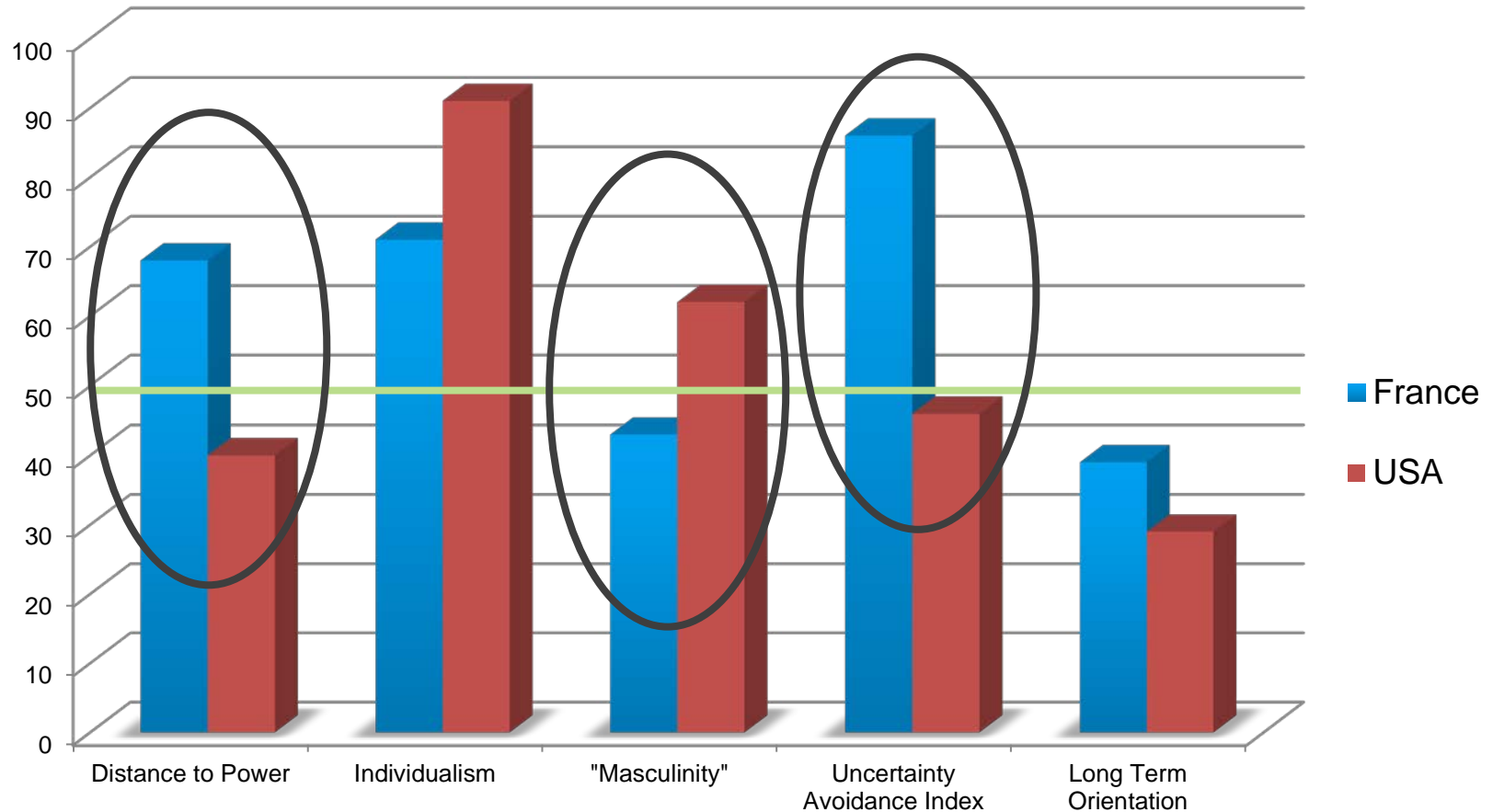
# Some cultural keys to build upon - Hofstede

- French and US engineers have a somewhat different mindset

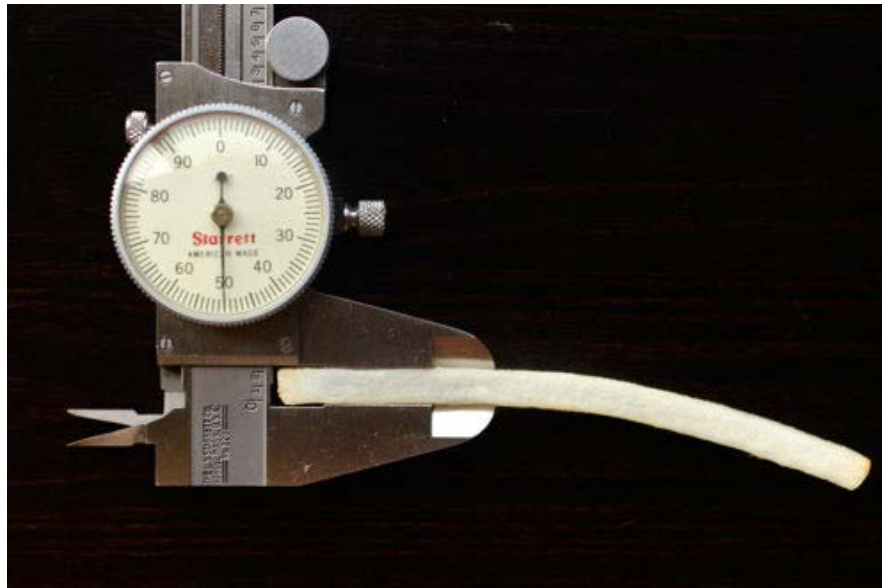


# Some cultural keys to build upon - Hofstede

- Distance to Power, "Masculinity" and Uncertainty Avoidance are key



# Building Engineering Teams (what brings us together)



# A few keys for building a team

- Map out competencies

		Weight	15%	10%	25%	15%	25%	5%	5%	100%	
		Name	Competency 1	Competency 2	Competency 3	Competency 4	Competency 5	Competency 5	Competency 6	Engineering Rating	
NALA	USA	Mike	3	1	3	1	3	1	1	2.3	
		Shawn	2	1	2	3	2	1	2	2	
		Kerry	3	3	2	2	2	3	2	2.3	
		Ricardo	1	1	1	2	2	1	3	1.5	
		Peter	2	1	1	3	1	2	1	1.5	
		New Hire									0
	Total NALA Experts		2	1	1	2	1	1	1		
EAME	France	Thomas	2	1	3	3	1	2	1	2	
		Sylvain	2	2	3	2	1	2	3	2.05	
		Jean-Charles	3	3	1	2	3	3	2	2.3	
		Benjamin	3	2	2	2	1	3	1	1.9	
		New Hire (senior)									0
		New Hire									0
	UK	Michel	3	1	1	1	1	2	2	1.4	
		John	1	1	2	3	3	1	1	2.05	
		Melvin	1	1	1	2	2	2	1	1.45	
		Arnie	3	3	2	2	2	2	1	2.2	
		Alicia	1	1	1	2	2	1	1	1.4	
Total EAME Experts		4	2	2	2	2	2	1			
APAC	Spr	Lay Kin	2	1	2	2	2	1	1	1.8	
	Idn	Mohd Ikram	1	3	3	2	2	3	1	2.2	
	Total APAC Experts		0	1	1	0	0	1	0		
Total Global Experts		6	4	4	4	3	4	2			
		Not Very Much									
		Pretty Good									
		Expert									



# A few keys for building a team

- Build Communities of Practice/Competencies

		Weight	15%	10%	25%	15%	25%	5%	5%	100%	
		Name	Competency 1	Competency 2	Competency 3	Competency 4	Competency 5	Competency 5	Competency 6	Engineering Rating	
NALA	USA	Mike	3	1	3	1	3	1	1	2.3	
		Shawn	2	1	2	3	2	1	2	2	
		Kerry	3	3	2	2	2	3	2	2.3	
		Ricardo	1	1	1	2	2	1	3	1.5	
		Peter	2	1	1	3	1	2	1	1.5	
		New Hire									0
	<b>Total NALA Experts</b>		<b>2</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>1</b>		
EAME	France	Thomas	2	1	3	3	1	2	1	2	
		Sylvain	2	2	3	2	1	2	3	2.05	
		Jean-Charles	3	3	1	2	3	3	2	2.3	
		Benjamin	3	2	2	2	1	3	1	1.9	
		New Hire (senior)									0
		New Hire									0
	UK	Michel	3	1	1	1	1	2	2	1.4	
		John	1	1	2	3	3	1	1	2.05	
		Melvin	1	1	1	2	2	2	1	1.45	
		Arnie	3	3	2	2	2	2	1	2.2	
<b>Total EAME Experts</b>		<b>4</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>1</b>			
APAC	Spr	Lay Kin	2	1	2	2	2	1	1	1.8	
	Idn	Mohd Ikram	1	3	3	2	2	3	1	2.2	
	<b>Total APAC Experts</b>		<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>		
<b>Total Global Experts</b>		<b>6</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>3</b>	<b>4</b>	<b>2</b>			
		Not Very Much									
		Pretty Good									
		Expert									



# A few keys for building a team

- Make them “Champions”

		Weight	15%	10%	25%	15%	25%	5%	5%	100%
		Competency	Competency	Competency	Competency	Competency	Competency	Competency	Competency	Engineering Rating
		Name	1	2	3	4	5	5	6	
NALA	USA	Mike	3	1	3	1	3	1	1	2.3
		Shawn	2	1	2	3	2	1	2	2
		Kerry	3	3	2	2	2	3	2	2.3
		Ricardo	1	1	1	2	2	1	3	1.5
		Peter	2	1	1	3	1	2	1	1.5
		New Hire								
	Total NALA Experts		2	1	1	2	1	1	1	
EAME	France	Thomas	2	1	3	3	1	2	1	2
		Sylvain	2	2	3	2	1	2	3	2.05
		Jean-Charles	3	3	1	2	3	3	2	2.3
		Benjamin	3	2	2	2	1	3	1	1.9
		New Hire (senior)								0
		New Hire								0
		Michel	3	1	1	1	1	2	2	1.4
	UK	John	1	1	2	3	3	1	1	2.05
		Melvin	1	1	1	2	2	2	1	1.45
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		Pretty Good								
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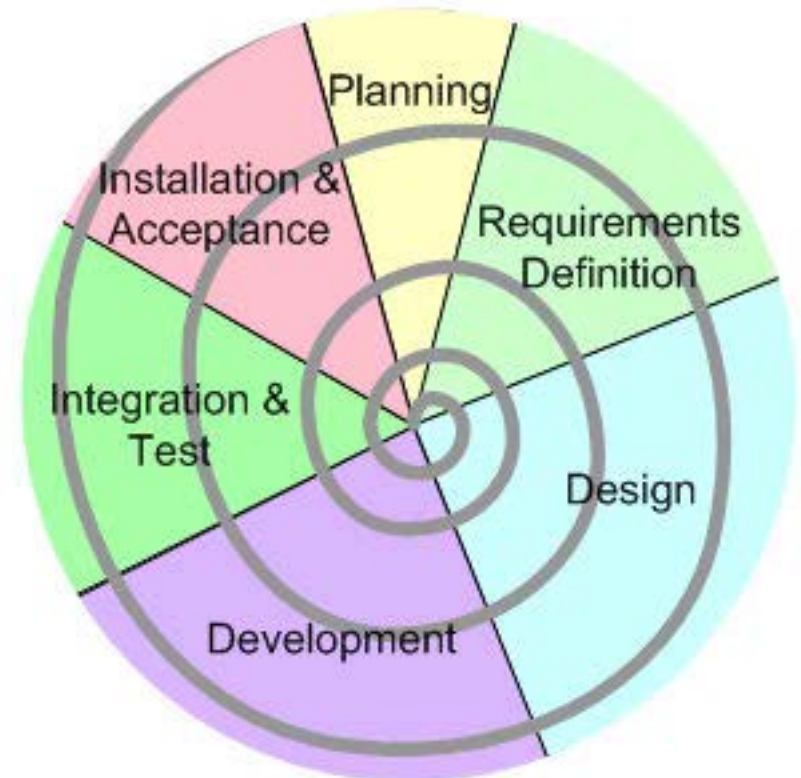
# French vs. American engineers Lessons Learned



# Best use of American Engineers

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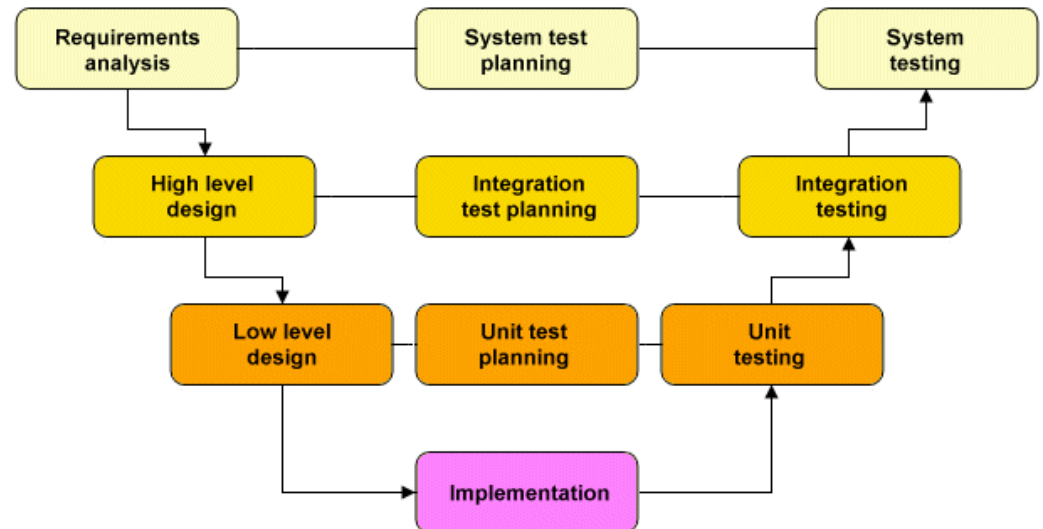
- Establish a Project Statement
- Lead Project Meetings
- Find Quick Wins
- Deep-Dive Technically



# Best use of French Engineers

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- Thoroughly Interview the Project Stakeholders so the Project meets their Expectations
- Connect Unrelated Domains to give a Broader View
- Think out of the box





Thank you