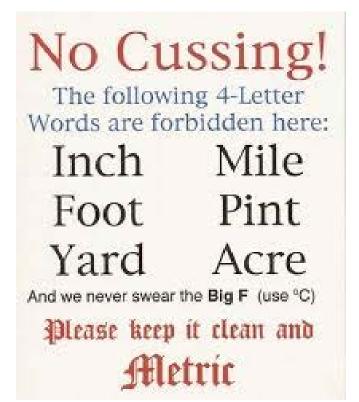


# '14 CTI Symposium and Seminar French and American engineers

Bruno SINTES, CGG EAME Manager, Network technologies



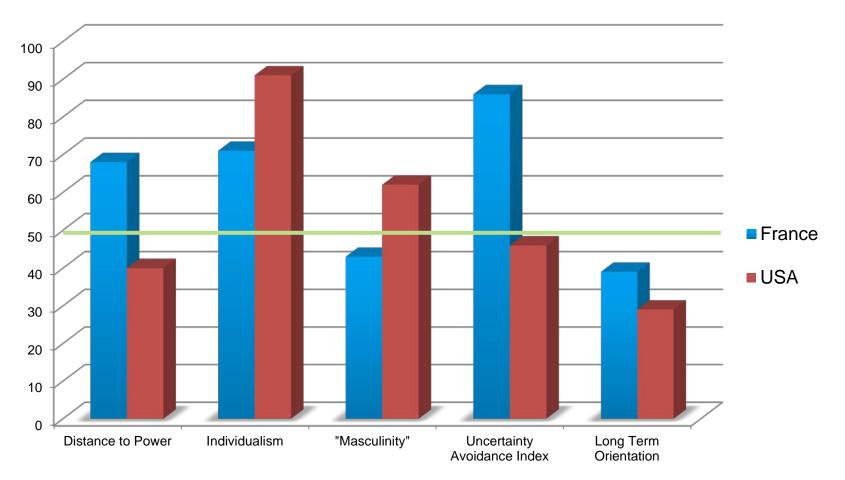
# Multicultural Aspects (what differentiates us)





## Some cultural keys to build upon - Hofstede

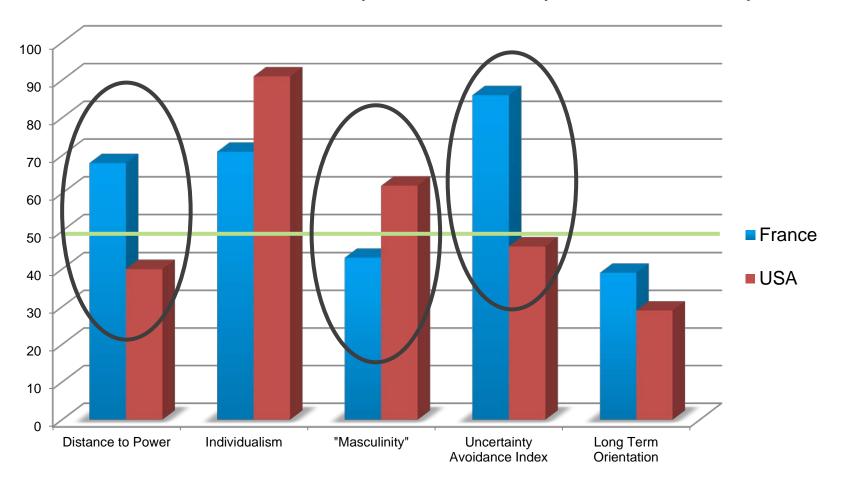
French and US engineers have a somewhat different mindset





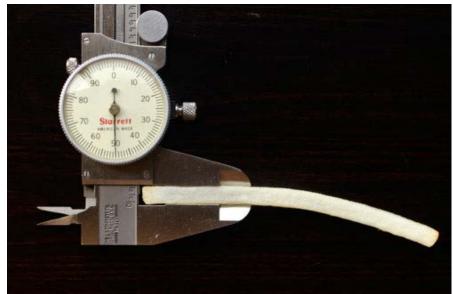
## Some cultural keys to build upon - Hofstede

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%	
		, and the second	Competency	Engineering							
		Name	1	2	3	4	5	5	6	Rating	
		Mike	3	1	3	1	3	1	1	2.3	
		Shawn	2	1	2	3	2	1	2	2	
-	5	Kerry	3	3	2	2	2	3	2	2.3	
NALA	USA	Ricardo	1	1	1	2	2	1	3	1.5	
z		Peter	2	1	1	3	1	2	1	1.5	
		New Hire								0	
		Total NALA Experts	2	1	1	2	1	1	1		
		Thomas	2	1	3	3	1	2	1	2	
VE.	France	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	
EAME		Michel	3	1	1	1	1	2	2	1.4	
	Г	John	1	1	2	3	3	1	1	2.05	
	ž	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		
. C.	_	Lay Kin	2	1	2	2	2	1	1	1.8	
APAC	ldn	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									
		Expert									
											l .



## A few keys for building a team

## Build Communities of Practice/Competencies

Weight  Name  Mike Shawn Kerry Ricardo Peter New thre Total NALA Experts Thomas Sylvain	Competency 1 3 2 3 1 -2 2	Competency 2 1 1 1 3 3 1 1 1	3 3 2 2 1 1	Competency 4 1 3 2	Competency 5 3 2 2	Competency 5 1 1 3	Competency 6 1 2 2	Engineering Rating 2.3 2
Mike Shawn Kerry Ricardo Peter New Line Total NALA Experts Thomas	3 2 3 1	1 1 3 1	3 2 2	1 3 2	3 2 2	1	2	2.3
Shawn Kerry Ricardo Peter New Hire Total NALA Experts Thomas	2 3 1	1 3 1	2	3	2	1	2	2
Ricardo Peter New Line Total NALA Experts Thomas	3 1 2	3 1 1	2	2	2	_		
Ricardo Peter New thre Total NALA Experts Thomas	1	1				3	2	2.2
Peter New thre Total NALA Experts Thomas		1	1	2	3			2.3
Total NALA Experts Thomas			1		2	1	3	1.5
Total NALA Experts Thomas	2			3	1	2	1	1.5
Thomas	2	-						0
		1	1	2	1	1	1	
Sylvain	2	1	3	3	1	2	1	2
3,100111	2	ž	- 3	-2	1	2	3	2.05
I and the second	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
John	1	1	2	3	3	1	1	2.05
Melvin	1	-	1	۷	2	,	1	1.45
Arnie	3	3	2	2	2	2	1	2.2
Incia	1	1	1	2	2	1	1	1.4
Total EAME Experts	4	2	2	2	2	2	1	
a Louisia	2	1			-	1	1	1.0
		_				_		1.8
								2.2
Total APAC Experts	0	1		-		1	0	
Total Global Evports	6	A	A	4	2	A	2	
Total Global Experts	0	4	4	4	3	4	2	
Not Very Mucn								
Pretty Good								
	Michel John Melvin Arnie Micia Total EAME Experts Lay Kin Mohd Ikram Total APAC Experts  Total Global Experts  Not Very Mucn Pretty Good	Michel 3  John 1  Melvin 1  Arnie 3  Micia 1  Total EAME Experts 4  Lay Kin 2  Mohd Ikram 1  Total APAC Experts 0  Total Global Experts 6  Not Very Mucn	Michel 3 1  John 1 1  Melvin 1 2  Arnie 3 3 3  Micia 1 1  Total EAME Experts 4 2  Lay Kin 2 1  Mohd Ikram 1 3  Total APAC Experts 0 1  Not Very Mucn  Pretty Good	Michel 3 1 1 1  John 1 1 2  Melvin 1 1 1 1  Arnie 3 3 2  Micia 1 1 1 1  Total EAME Experts 4 2 2  Lay Kin 2 1 2  Mohd Ikram 1 3 3  Total APAC Experts 0 1 1  Not Very Much	Michel 3 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Michel       3       1       1       1       1         John       1       1       2       3       3         Melvin       1       1       1       2       2         Arnie       3       3       2       2       2         Aircia       1       1       1       2       2       2         Lay Kin       2       1       2       2       2       2         Mohd Ikram       1       3       3       2       2         Total APAC Experts       0       1       1       0       0         Not Very Much       0       4       4       4       3	Michel       3       1       1       1       1       2         John       1       1       2       3       3       1         Melvin       1       1       1       2       2       2         Arnie       3       3       2       2       2       2       2         Arnie       3       3       2       2       2       2       1       2       2       2       1       2       2       1       2       2       2       1       2       2       2       2       2       2       2       2       2       2       1       3       3       2       2       2       3       3       3       2       2       2       2       2       2       2       2       3       3       3       2       2       2       3       3       3       2       2       2       3       3       3       2       2       2       3       3       3       2       2       2       3       3       3       2       2       3       3       3       2       2       3       3       3       3       <	Michel       3       1       1       1       1       2       2         John       1       1       1       2       3       3       1       1         Melvin       1       1       1       2       2       2       1         Arnie       3       3       2       2       2       2       1         Micia       1       1       1       2       2       2       1       1         Total EAME Experts       4       2       2       2       2       2       1



# 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	Engineering
		Name	1	2	3	4	5	5	6	Rating
NALA	US I	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	
	France	Thomas	2	1	3	3	1	2	1	2
		Sylvain	2	2	3	2	1	2	3	2.05
EAME		Jean-Charles	3	3	1	2	3	3	2	2.3
		Benjamin	3	2	2	2	1	3	1	1.9
		New Hire (senior)				,	Ĭ			0
		New Hire								0
		Michel	3	1	1	1	1	2	2	1.4
	NK	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	
	Snr	Lay Kin	2	1	2	2	2	1	1	1.8
APAC	_	Mohd Ikram	1	3	3	2	2	3	1	2.2
	IGHT	Total APAC Experts		1	1	0	0	1	0	2.2
		· Total APAC Experts		-	•	0	0	-		
		Total Global Experts	6	4	4	4	3	4	2	
		_								
		Not Very Much								
		Pretty Good								
		Expert								

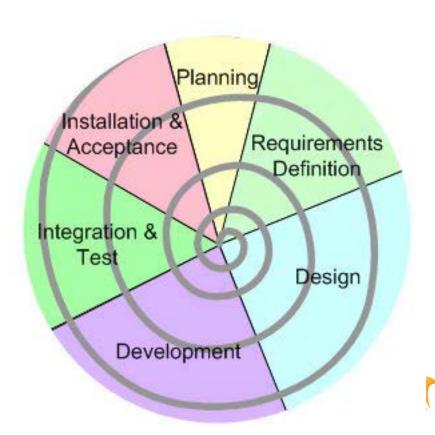


# French vs. American engineers Lessons Learned



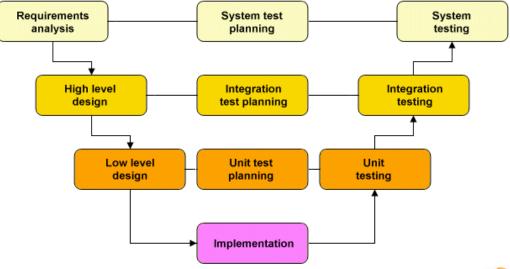
#### Best use of American Engineers

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



#### Best use of French Engineers

- 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