

Considerations for doing business in Poland

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POLSKİpersonel

The logo for POLSKİpersonel features the company name in a bold, blue, sans-serif font. A thick, dark blue wavy line curves underneath the text, starting from the left and ending on the right. The background of the slide is white with several light gray, wavy, brushstroke-like lines that sweep across the lower right portion of the image.

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A Brit in Poland



Crossing the road in Poland



Meetings in Poland

Polish Meeting = People sit in a room – Drink tea with no milk - Small discussion –
People told what they are going to do.

British Meeting = People sit in a room – Drink tea with milk - Small discussion – People asked if they agree -
People told what they are going to do

“Democracy: In which you say what you like and do what you're told.”

Dave Barry – US Comedian

Lost in Translation

“I am too busy for you now so you will meet me no later than 3pm today and you will come to get me. Then you can pay for my dinner”

“I’m really snowed under at work at the moment, but I’m free from 3pm if you could pick me up then that would be great. It would be lovely if you took me out to dinner”

Brand

UK FTSE 100 company

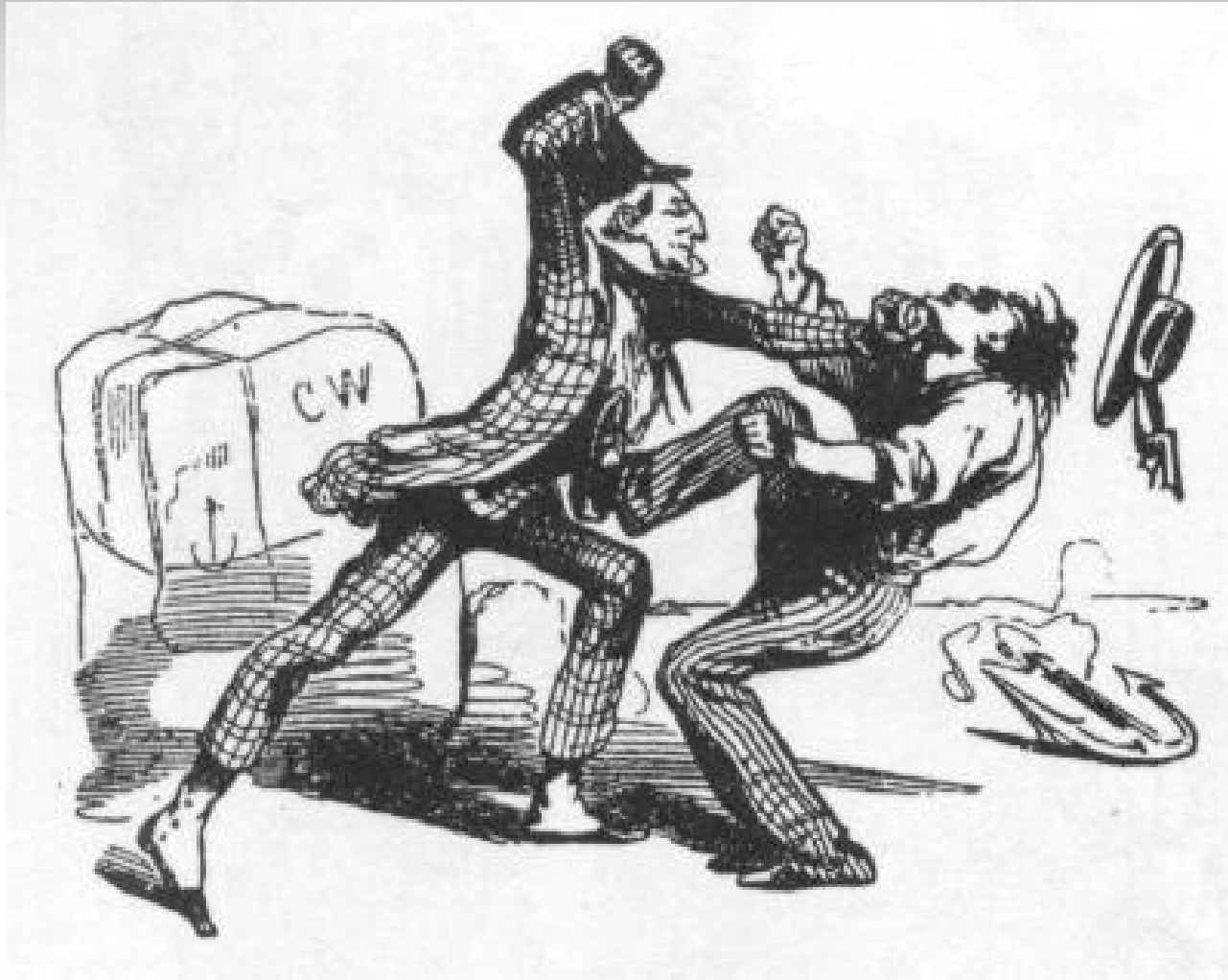
£350m revenue per week

Phone bill for 750,32 PLN (approx £150)

Payment confusion.....

.....phones to Krakow office cut off without warning.

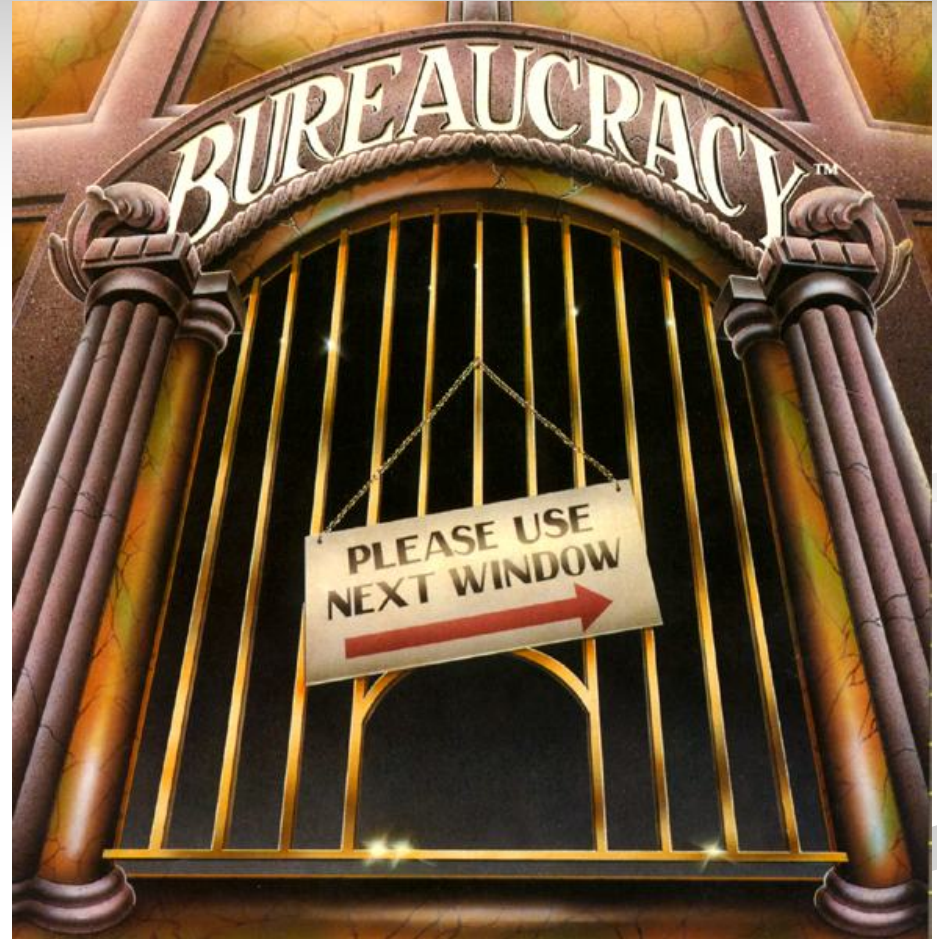
Negotiations



Bureaucracy

"Accept the things to which fate binds you, and love the people with whom fate brings you together, but do so with all your heart."

Marcus Aelius Aurelius,
Roman Emperor
161-180AD



Trust

Polish Contracts v UK Contracts

‘My handshake is my word’

Solidarity - Us v Them mentality

Staff

Cultural Differences

- UK employee private
- Polish employee shares, open
- UK employee works with breaks from 8am to 8pm
- Polish employee works hard from 9am to 5pm
- UK employee may ignore process to get job done
- Polish worker will follow set process to the tee to avoid error

Conclusion

- Discover
- Accept
- Understand
- Adapt
- Progress

and finally....

Prawo Jazdy

Became a wanted criminal in Ireland for multiple driving offences with numerous speeding tickets and parking fines all over the country. He always managed come across as sorrowful, handing over his licence to officers, yet seemed to get away with a false address and eluding them each time.

The Polish for Prawo Jazdy is... Drivers Licence....

Questions

