

# NEC MANAGEMENT NEWS

No. 17 May 1989



**NEC**



## **TEAMWORK IN A MULTICULTURAL ENVIRONMENT (TIME) PROGRAM**

On February 6-8, 1989, NEC Electronics Inc., Mountain View, California, U.S.A., began a unique management development program aimed at building an effective company teamwork process. The program is designed to teach managers communications and teambuilding skills in the context of a multicultural work environment. NECEL employees are from many different cultures, i.e., countries, regions, and organizations. Building on this base, the program endeavors to combine the diverse experiences of all cultures into one NECEL culture. What is novel about this program is the fact that it provides an opportunity for participants to apply acquired learning back on the job via individual and group work projects.

Mr. Hideo Nakao, NECEL President, opened the program by expressing the opinion that teamwork is critical for the company's future business success. Accordingly, he noted that participants were expected to apply program learning back on the job in the form of individual and teamwork improvements.

The initial participants were comprised of 13 culturally diverse senior managers, who spent the next two and one-half days learning communications, problem solving, and teambuilding techniques. Based on participant feedback, this workshop was very successful in teaching new approaches to developing a teamwork culture.

Following the workshop portion of TIME, participants were requested to

practice program principles back on the job by planning and conducting a team project. Participants are also responsible for preparing and presenting a 90-day post-workshop progress report on process learning and project results for executive review. It is hoped that over time, learning from this program will form the nucleus for a consistent teamwork process and culture at NECEL.



# NEC

## NEC Institute of Management, Ltd.

10-3, Shiba 4-chome, Minato-ku, Tokyo 108, Japan  
Telephone: (03) 3798-6062 FAX: (03) 3798-6064

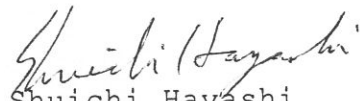
April 1, 1992

Mr. Doug Lipp  
Staff Human Resources Consultant  
NEC Electronics, Inc.  
Roseville Plant  
7051 Foothills Boulevard  
Roseville, CA 95678  
U.S.A.

Dear Mr. Lipp:

Enclosed is the NEC Management News of the March 1992 issue.  
Thank you for your cooperation. I am sure that your article will  
be of interest to our many readers.

Sincerely yours,



Shuichi Hayashi  
Manager, Education  
International Education Division