

### **CONCLUSION**

The importance of cross-cultural factors in building successful partnerships is a well-established fact.

Management systems are largely culture-specific; what is effective in one cultural setting may not be in another. The generic management functions—planning, organizing, staffing, motivating, communicating, implementing and evaluating—are handled differently in different cultures. Successful managers have abandoned the myth that there are universally correct ways of managing; instead, they have adopted culture-specific techniques and systems.

After going through this guide, you will realize that many things are done differently in Nepal than in Canada. This realization may have caused you some initial discomfort. We believe this is not only a natural response, but also a healthy one. It indicates that you are coming to grips with the necessity of changing some aspects of your approach.

The following are key points to keep in mind when doing business in Nepal:

- ◆ Be patient and polite.
- ◆ Take time to develop a relationship of trust with your Nepalese partners.
- ◆ Provide positive reinforcement and support to your Nepalese partners in daily activities.
- ◆ Introduce new ideas and change gradually, one step at a time.
- ◆ Maintain informal, after-office-hour contacts in order to develop effective working relationships and keep informed on matters concerning the partnership.
- ◆ Listen to your partner's personal and work-related problems.
- ◆ Develop a tolerance for unexpected calls at home from Nepalese partners.
- ◆ Develop a tolerance for missed deadlines, missed appointments and general tardiness.
- ◆ Develop a tolerance for the tediously slow decision-making process, particularly in government bureaucracies.
- ◆ Adjust yourself to the indirect ways of giving and taking feedback, especially negative comments.
- ◆ Avoid criticizing Nepalese colleagues openly in front of others.
- ◆ Don't emphasize trying to change the Nepalese habit of attending to personal matters during office hours.
- ◆ Maintain neutrality regarding Nepalese politics.