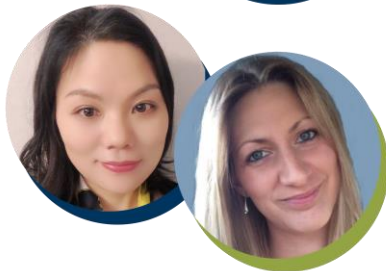


Traditional office spaces have given way to flexible, collaborative environments that transcend geographical boundaries. Americhem is no exception; with locations in North America, Europe, and Asia, we are certainly taking part in an internationally connected environment. This month, we want to highlight how four employees take advantage of international coworking and collaboration.



Emily Yakubik (top left), an HRBP in North America, Nandakumar Khopade (top right), Head of HR in India, Diana Diao (bottom left), an HR Manager in China, and Linda Callesen (bottom right), HRBP in Europe played instrumental roles in bringing together all Americhem employees with the creation and implementation of the annual Employee Engagement Survey. This initiative allows employees to share

their experience regarding their current job by providing insights and perspectives on a variety of organizational aspects such as engagement, teamwork, empowerment, balance, DEI, and other topics. The results from the survey allow Americhem leadership to gain an understanding of employee experiences to ensure that goals and targets align.

We asked Emily what benefits she has noticed with international coworking and collaboration. “Collaboration across borders brings together team members with diverse cultural backgrounds, skills, and experiences. This diversity can lead to a more comprehensive and innovative approach to collaboration and problem-solving, as different perspectives contribute unique insights and solutions.” This is a great approach especially during the brainstorming session for the Employee Engagement Survey questions, when getting as many ideas down is key to make sure every aspect of employees’ experience is captured.

As always, with benefits, there come obstacles and challenges, especially when being disconnected geographically is thrown into the mix. Nandakumar pointed out that language barriers, time zones, cultural differences, and regulatory compliances amongst others are some of the biggest issues that need to be faced. “When we were making the Employee Engagement Survey; listening, using visual aids, finding a common communication style, and being flexible with response options gave us the best opportunity to have a successful initiative,” stated Nandakumar.



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With advancements in technology, we are seeing international coworking and collaboration become easier and easier. Linda gave us a glimpse into her favorite tools that she uses “Video conferencing and virtual meeting platforms help eliminate lengthy emails and visually see who you are talking to, real-time collaboration on documents using Office 365 eliminates unnecessary revisions and duplicate work, and most notably integrating AI to help significantly with translating into and from different languages helps immensely.”

To put this into perspective, we asked Diana to give an example of how international cross-collaboration has led to gratifying outcomes. “From the Employee Engagement Survey, we have found common pain points amongst all locations. We can then use these pain points to suggest changes for the future and see how they have a positive impact within Americhem that leads to a positive change.”

As the world becomes more interconnected, international coworking and collaboration has emerged as a powerful force driving innovation. While challenges do exist, the benefits of international coworking far outweigh the drawbacks. Thank you again, Emily, Nandakumar, Linda, and Diana for your contributions!