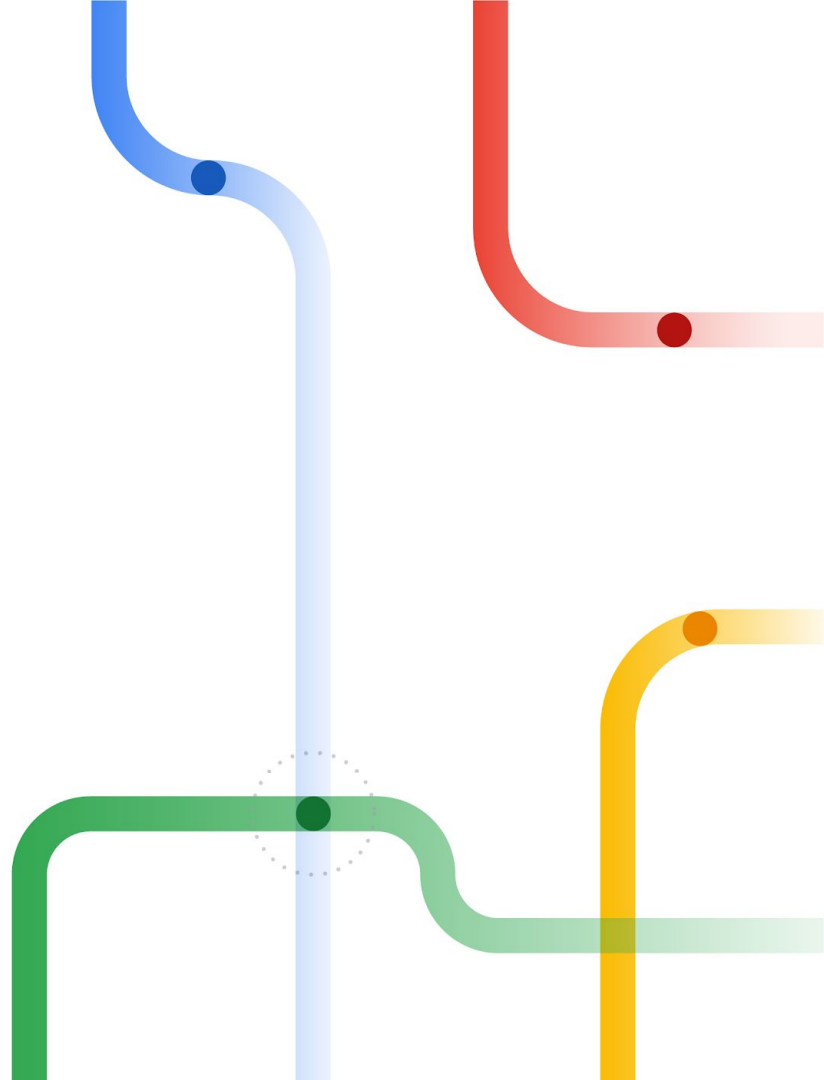


Expatriate adaptation in Google Warsaw

from SWE point of view

Mike Koltsov

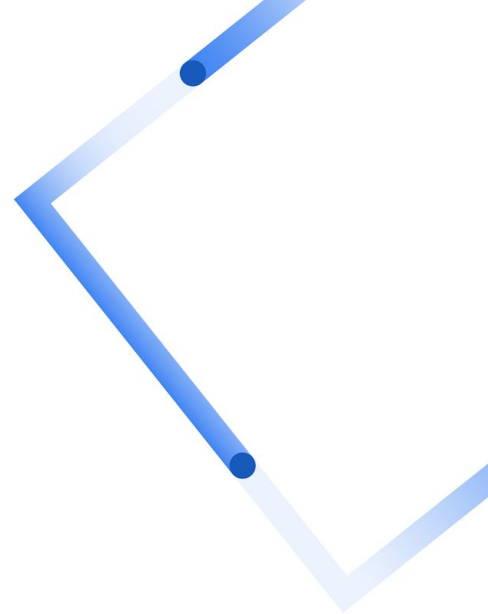


Agenda

- 01 Problem statement
- 02 Creating a sense of community
- 03 Creating visibility and engagement
- 04 Post-COVID
- 05 Results

01

Problem statement



>100



Expats

1



HR

Rapid



Growth

Expatriate problems



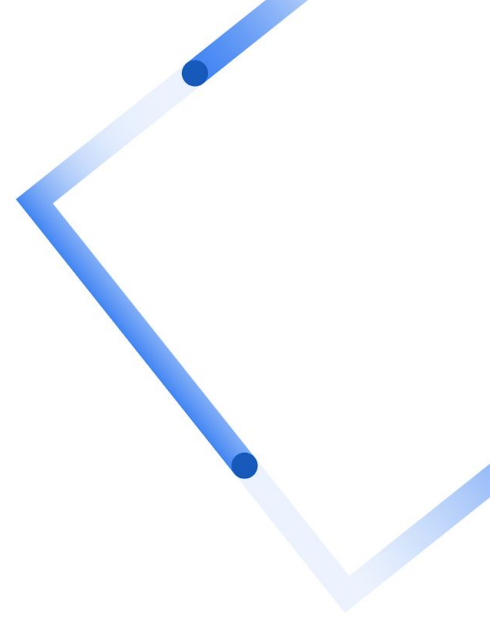
Goals

Improve inclusion and cultural visibility

Support onboarding and retention

02

Creating a sense of community





New conversation

☆ Expats in Warsaw

· 1 subgroup

Moving to Warsaw- Expat Guide

[Old doc](#)

[Before Accepting the offer: Decision Making Information:](#)

[Cost of living](#)

[Taxes](#)

[Net Income](#)

[Visa Process](#)

[What is work and life in Warsaw like](#)

[Moving to Warsaw](#)

[Choosing relocation package](#)

[Transportation \(from airport and in general\)](#)

[Temp Accomodation](#)

[Noogler orientation](#)

[Living in Warsaw:](#)

[Finding an apartment \(websites, misc-waw\), do's and don'ts, Rental agreement \(diplomatic clause\);](#)

[Expat friendly banks with english interface/customer support;](#)

[International money transfer;](#)

[Transportation in Warsaw](#)

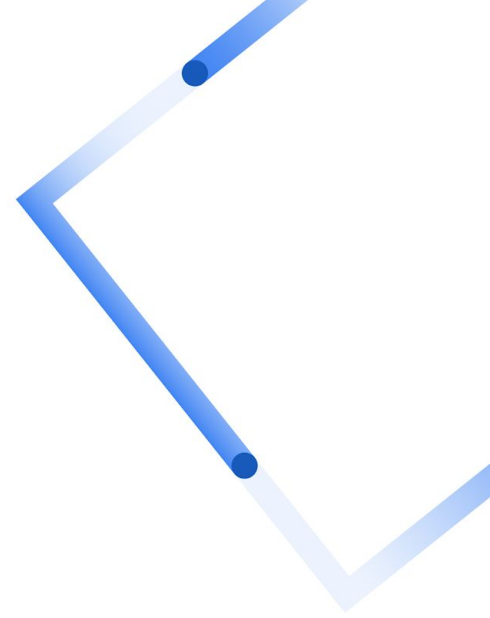
[Sim - International calling](#)

[Understanding public/private healthcare in Poland \(Booking appointments, emergency numbers\)](#)



03

Creating visibility and engagement



[Googlers-waw] Happy Diwali! दिवाली की हार्दिक शुभकामनाएं!



Inclusion Campaign One Warsaw

Accommodation

Rent Per Month

| | |
|--|-------------|
| Apartment (1 bedroom) in City Centre | 2,638.74 zł |
| Apartment (1 bedroom) Outside of Centre | 1,992.96 zł |
| Apartment (3 bedrooms) in City Centre | 4,568.06 zł |
| Apartment (3 bedrooms) Outside of Centre | 3,327.77 zł |

<https://www.numbeo.com/cost-of-living/in/Warsaw> (Dec-2019)

Inclusion campaign

одна Варшава
ורשה אחת
One Warsaw
同一个华沙
een Warschau
bir Varşova एक वारसॉ
ein Warschau



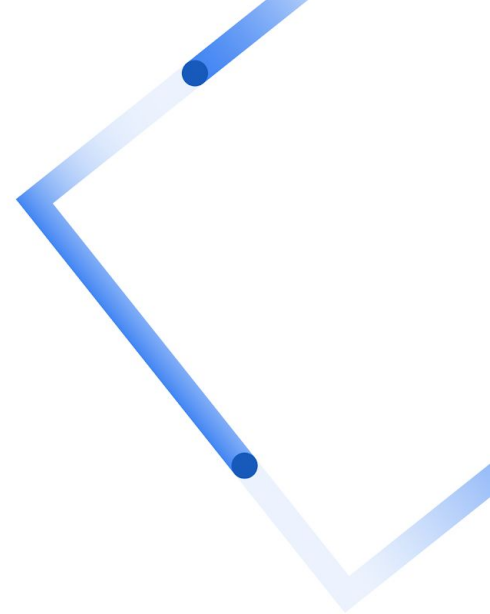
Scan the QR code to learn more

Supporting managers who work with expats

- Expat problems: far from home, everything is new, ...
- Different cultural background
- What can managers do: e.g. support muslim googlers during Ramadan

04

Post-COVID



[Googlers-waw] STARTING IN AN HOUR: [One Poland TGIF] Celebrating not one, not two, but four holidays! April 1st, 4 PM CET



■ [Social] Party Game!

Saturday, April 24 · 2:00 – 3:00am

Every 2 weeks on Friday (Pacific Time - Los Angeles)



■ Russian-speaking meeting

Friday, September 11, 2020 · 3:00 – 3:30pm

■ [Expats-WAW] Expats who WFH meet for virtual coffee

Tuesday, July 21, 2020 · 8:00 – 8:30pm



■ OneWarsaw: Coffee Break

Wednesday, July 22, 2020 · 3:30 – 4:00pm

■ Jackbox party

March 18, 2020, 9:30pm – March 19, 2020, 2:00am



[Googlers-waw] STARTING IN AN HOUR: [One Poland TGIF] Celebrating not one, not two, but four holidays! April 1st, 4 PM CET



■ [Social] Party Game!

Saturday, April 24 · 2:00 – 3:00am

Every 2 weeks on Friday (Pacific Time - Los Angeles)



■ Russian-speaking meeting

Friday, September 11, 2020 · 3:00 – 3:30pm

■ [Expats-WAW] Expats who WFH meet for virtual coffee

Tuesday, July 21, 2020 · 8:00 – 8:30pm



■ Jackbox party

March 18, 2020, 9:30pm – March 19, 2020, 2:00am



■ OneWarsaw: Coffee Break

Wednesday, July 22, 2020 · 3:30 – 4:00pm



[Googlers-waw] STARTING IN AN HOUR: [One Poland TGIF] Celebrating not one, not two, but four holidays! April 1st, 4 PM CET



■ [Social] Party Game!

Saturday, April 24 · 2:00 – 3:00am

Every 2 weeks on Friday (Pacific Time - Los Angeles)



■ Russian-speaking meeting

Friday, September 11, 2020 · 3:00 – 3:30pm

■ [Expats-WAW] Expats who WFH meet for virtual coffee

Tuesday, July 21, 2020 · 8:00 – 8:30pm



■ OneWarsaw: Coffee Break

Wednesday, July 22, 2020 · 3:30 – 4:00pm

■ Jackbox party

March 18, 2020, 9:30pm – March 19, 2020, 2:00am



[Googlers-waw] STARTING IN AN HOUR: [One Poland TGIF] Celebrating not one, not two, but four holidays! April 1st, 4 PM CET



■ [Social] Party Game!

Saturday, April 24 · 2:00 – 3:00am

Every 2 weeks on Friday (Pacific Time - Los Angeles)

■ Russian-speaking meeting

Friday, September 11, 2020 · 3:00 – 3:30pm

■ [Expats-WAW] Expats who WFH meet for virtual coffee

Tuesday, July 21, 2020 · 8:00 – 8:30pm

■ OneWarsaw: Coffee Break

Wednesday, July 22, 2020 · 3:30 – 4:00pm

■ Jackbox party

March 18, 2020, 9:30pm – March 19, 2020, 2:00am



[Googlers-waw] STARTING IN AN HOUR: [One Poland TGIF] Celebrating not one, not two, but four holidays! April 1st, 4 PM CET

■ [Social] Party Game!

Saturday, April 24 · 2:00 – 3:00am

Every 2 weeks on Friday (Pacific Time - Los Angeles)

■ Russian-speaking meeting

Friday, September 11, 2020 · 3:00 – 3:30pm

■ OneWarsaw: Coffee Break

Wednesday, July 22, 2020 · 3:30 – 4:00pm

■ [Expats-WAW] Expats who WFH meet for virtual coffee

Tuesday, July 21, 2020 · 8:00 – 8:30pm

■ Jackbox party

March 18, 2020, 9:30pm – March 19, 2020, 2:00am



COVID-19 updates from the Polish government

The situation related to COVID-19 in Poland is stabilized, but the epidemic continues and therefore not all restrictions have been lifted yet. **Latest updates from July 25:**

Less social distance

- ✓ Distance limit for streets and open spaces is reduced to 1.5 metres.
- ✓ Distance limit is reduced to 2.5 metres (from 4 metres) and the limit of 150 participants is lifted for conferences, fairs, exhibitions.
- ✓ There is no more “skip a seat” rule for indoors art and entertainment events (cinemas, theaters, gyms).

Masks

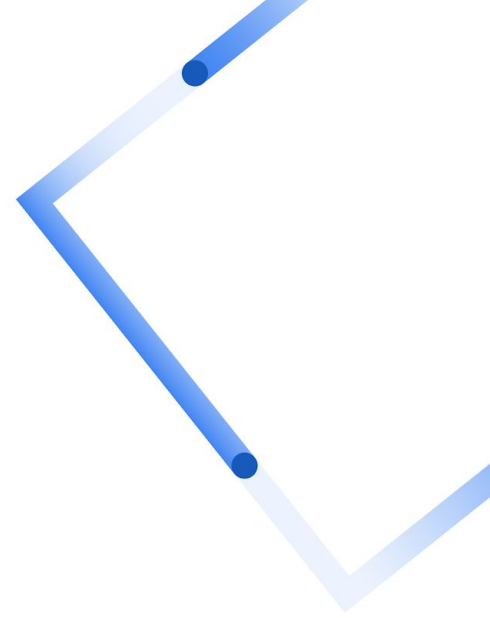
- ✓ Covering your mouth and nose is obligatory in open spaces, when you cannot keep the distance of 1.5 metres away from others, as well as indoors – e.g. in shops or public transport.
- ✓ Exceptions and other obligations can be found [here](#).

Boarders

- ✓ Poland has restored full border traffic within the internal borders of the EU (and you do not have to quarantine).
- ✓ **NEW!** The prohibition on flights does not apply to aircrafts taking off from airports located in:
 - member states of the European Free Trade Agreement ([EFTA](#))
 - Switzerland or an EU Member State (except Sweden and Portugal).

05

Results



My impression

- Why is nobody attending?
- Does anyone need this at all?
- Positive change in the office
- Entrepreneurship spirit

Project results

- Expats reach to each other for help
- Employees speak English in public office spaces
- Undisclosed improvement in office-wide metrics

Expatriate community leads

Why it is beneficial for **HR**:

- We have **many** different groups in the office
- More ideas, more people to execute on ideas
- Teaching employees how to manage projects

Why it is beneficial for **SWEs**:

- Formal contribution to office atmosphere
- Improving leadership skills
- Improving next employees' lives

Thank You

Mike Koltsov

misha@koltsov.su

Telegram: itslastday@