



COACHING ACCOMPANYING THE EXPATRIATE (and the spouse)

9:00-9:30	Introduction	<p>Presentation of the program and training objectives:</p> <ul style="list-style-type: none"> Promote and develop an in depth understanding of those cultural values and codes linked to the social and professional environment of the destination country. Examine the economic and geo-political situation of the host country. Discover then transpose a range of intercultural skills and knowledge to the specific context of the destination country <p>Presentation of pedagogical objectives: The transfer of knowledge and acquisition of skills is achieved via a range of hands on activities proposed during the training session + the realization of concrete action plans</p>
9:30-10:30	Individual Perspectives	<p>Participants own expectations and objectives.</p> <p>“Mind the Gap” profile debriefing: “Mind the gap” is an on-line tool which allows the individual to establish his or her own cultural preferences and then to generate comparisons with people and cultures having different mind sets and frames of reference</p>
10:30-12:00	National Culture	<p>The Essentials which underpin the culture of the destination country and all that contributes to its uniqueness. A comparative survey of concordant and diverging points with individual’s own culture</p> <p>After this session the participant will be able to:</p> <ul style="list-style-type: none"> Understand the principal differences between his or her own culture and that of the host country whilst also having acquired enough autonomy in the process of researching necessary complimentary information. Identify how his or her own values and behavior could be interpreted in the host country context Determine, when faced with unexpected reactions or behavior, whether or not they are linked to cultural differences and thus via styles switching adapt to circumstances where appropriate.
12:00-13:00	Lunch	
13:00-14:30	Corporate Culture	<p>Highlighting the relationship which exists between culture, values, behavior, etc. and how they impact notions of management and leadership styles.</p> <p>After the training the participant will be able to:</p> <ul style="list-style-type: none"> Give concrete examples of necessary adjustments required in terms of managerial approach. Apply intercultural methods of communication effectively. Classify and rank the principal points of concordance and divergence which exist between his or her own culture and that of the host country. Recognize the principal professional and social differences which exist in the host country.
14:30-15:30	Daily life	<p>Presentation by a resource person, living in the host country of the practical aspects of daily life. A practical guide to daily living covering topics such as schooling, health, past times, shopping etc..</p>



15:30-16:30	Efficient International Adjustment process	<p>The process of cultural adjustment: From Euphoria, to Irritability, via Adjustment and Adaptation.</p> <p>Strategies to facilitate the adjustment process and also to prepare for the homecoming.</p> <p>After this session, the participant will establish an action plan in which he or she will be required to:</p> <ul style="list-style-type: none">▪ List those actions to be undertaken at each stage of the expatriation process.▪ Identify potential problems and appropriate strategies for overcoming them.▪ Acknowledge the advantages linked to the expatriation experience.
16:30-17:00	Wind up	<p>Finale Q A session - Checking knowledge transfer and those pedagogical objectives have been achieved.</p> <p>Evaluations of the training session.</p>