

Target Audience - who should attend:

- Multinational corporations doing business in Germany
- Companies and individuals establishing partnerships with German business counterparts
- International companies and individuals experiencing the challenges of doing business in Germany
- International managers and their families
- Executives who are planning on relocating to a new home in Germany
- Multi-cultural teams
- Short term foreign assignees

Our Training Objectives

- **We provide our participants with practical and proven tools and strategies for developing global competencies such as:**
 - Interpersonal and intercultural competencies
 - Individual and self reflection competencies
 - Acquire the knowledge of topics crucial to the success of their business in an international environment.
 - Successful strategies for leading, managing, and working in a multicultural business environment.
 - Acquire cross-cultural business competence.
- **We help them identify:**
 - Their attitudes and values in a cross cultural setting and strengthen their sensitivity and inter-cultural proficiency,
 - their own culture profiles and view these from the relevant local perspective.
- **And:**
 - to develop a relationship of trust with their international clients
 - to instill confidence
 - to grow in self-knowledge along with acquiring the soft skills they need for the strategic challenges they face.
 - Apply the skills acquired to real-life international business/social situations.
 - Have a different perspective on other cultures and widen their horizons.
 - To plan strategies for adjustments to the relevant culture and to build 'cultural bridges'.

Methodology

- **Our trainings are participatory and interactive using a variety of methods such as:**
 - active involvement of trainee's emotions and intelligence
 - build cultural sensitivity and culture-specific knowledge
 - case studies
 - contrast culture and task oriented activities
 - discussions facilitating cognitive learning
 - emphasis on learning how to learn
 - experience-oriented presentations about culture, culture shock, acculturation, norms and values
 - relevant information on practical do's and don'ts and how to acculturate
 - role-plays and situational simulations
 - supplemented by short inputs and exercises relevant to your own particular context.
 - evaluation based on performance objectives
- **Some theoretical frameworks broaden the scope of the participants' learning, offering opportunities to analyse the different characteristic of cultural behaviours.**

Workshop Specific Objectives Germany

- The objectives of the cross-cultural preparatory training conducted by World Experts are to provide basic knowledge on German culture and history and to enhance practical cross-cultural competencies.
 - To understand differences in values, behaviors and attitudes, and their practical implications for leading successfully in Germany.

- **Furthermore:**
 - to provide significant personal insights and understanding of others
 - to give insights into German behavioural patterns, especially in business
 - to enable knowledge of the participants role and identity in order to create synergy and to strategically manage cultural differences
 - to give the opportunity to reflect one's own behaviour and to understand other people's way of communication
 - to facilitate work in intercultural groups
 - to help consider the participants influence upon the work climate they create
 - to reduce the problems during and after expatriation

- **You will be able to:**
 - understand and anticipate your German partner's cultural perceptions, which deviate from your own cultural standards, as well as the German way of thinking and behaviour
 - become aware, understand and discover your personal strengths
 - successfully adapt to the German environment and manage the transition
 - face the challenges of living in Germany
 - understand the "whys" and "hows" behind German behaviour
 - apply the skills acquired to real-life German business/social situations
 - predict behaviors in German encounters and act upon them to turn them to your advantage.

Germany Program day 1 :*

- **Get Together**
 - Questions and wishes
- **What are the Germans really like?**
 - German history, culture and values
 - Contemporary issues in society
 - Stereotypes and reality - cultural (mis)perceptions
 - German attitudes to foreigners
- **Theoretical and practical cross cultural models and examples**
 - Comparative analysis
 - How do German values differ from yours?
- **“Weltanschauung” – German values, expectations and cultural standards**
 - Individualism and institutional collectivism – self vs. group
 - Rule orientation - attitudes to order and stability
- **Culture’s influence on communication**
 - Direct and indirect communication styles
 - German argument structure
 - Importance of contents in negotiations
 - Decision-making
 - Small talk
 - Body language
 - Emotional involvement
 - Argument structures
- **Conflict management**
 - German conflict behavior and attitude
 - Intellectual criticism
 - Strategies for dealing with conflict situations
 - Problem solving
- **Transfer and lessons learned of day 1**

Germany Program day 2 :*

- **Working styles differences and attitudes in the workplace**
 - Performance orientation
 - Task orientation and relationship orientation
 - Authority ranking, hierarchies and status
 - Time management and future orientation
 - Decision making and need for security
- **Business practices in Germany**
 - History’s influence on management
 - Hierarchies
 - Leadership and teamwork in Germany
 - Motivation and feedback
 - Establishing personal relationships in business context
 - Business protocol and etiquette
- **The profile of effective leadership**
 - Leadership and Motivation
 - Interaction with multi-cultural subordinates
 - Effective delegation and feedback
 - Change management
- **Relationships**
 - Making friends and contacts
 - Formality and esteem
 - Establishing personal relationships in a social setting
- **Adjusting to life in Germany**
 - Everyday life in Germany
 - Family life and traditions
 - Safety Issues
 - Health care and medical concerns
- **Create or reset realistic baselines**
 - Future action planning with focus on practical application of information learned
- **Conclusion and evaluation**

What we offer

➤ **Intercultural training, coaching and consulting for creating strategic advantage across cultures**

- Cross cultural business skills
- Cross cultural project management training according to your objectives and areas of focus
- Diversity workshops
- Executive country briefing
- Effective virtual teamwork training
- Employee self-assessment
- Expat and spouse coaching
- Expatriate and inpatriate relocation
- Family cultural adjustment
- Follow-up, six months post-program
- Intercultural coaching
- Integration and repatriation training
- Retaining culturally different employees
- Youth/ teen cross-cultural training

➤ **Country-specific program manuals and online resources**

➤ **Our knowledge is supported by the extensive research based on the works of leading authorities in cross-cultural studies**

* **Sample Program**

- The customized agenda is based on the participant's needs. Participants will be forwarded a pre-program needs assessment to determine their needs and interests.
 - The most appropriate content of the course will be discussed after reviewing the participant's questionnaire and during our diagnostic consultancy.
- To learn more or receive a proposal and quote, please [Email](#) us to discuss your needs.

Our Training Consultants

- We have exceptional consultants and coaches from the entire world.
 - Our team consists of intercultural specialist as well as subject matter experts.
 - They hold degrees in Intercultural Communication, Business Management or Psychology.
 - They are multilingual and multicultural.
 - They have international and destination country experience and high familiarity with project management practices and their cross-cultural application.
 - They have lived and worked in their target country for extended periods of time and experienced working with multicultural management teams.
 - Our training consultants offer extensive international experience in:
 - cross-cultural knowledge and behavioral skills
 - international business consulting
 - cross-cultural training
 - language and communication skills
- **Programs are offered worldwide, and training can be conducted pre-departure or post-arrival.**