Akteos Training

Working with Lithuania

Target audience

Company managers and staff working and dealing with the Lithuanians

Prerequisite

No prerequisite

Objectives

The aim of this seminar is to significantly improve the participants' effectiveness in their professional relationships with the Lithuanians, enabling them to be operational right from the start. At the end of this training, participants will have acquired insights and techniques to:

- Be aware of their own cultural baggage
- Fully understand Lithuanian context and culture
- Analyse possible situations in which misunderstandings may arise and identify ways of communicating
- Reduce stress and misunderstandings
- Decipher and understand Lithuanian decision-making and negotiation processes

Added value

- Conducted by an intercultural expert consultant
- Decoding the Nomad' Profiler
- Alternating theory and practical exercises
- Access to Digital Learning for 1 year
- Sharing best practices and personalized action plan

Accessibility

All our training courses are accessible to people with disabilities. Each training project will be the subject of a case study by our teams, in order to adapt the training program. Please do not hesitate to contact us to discuss the possible options : r.dubert@akteos.fr

Access Modalities and Entry Assessment

- Average access time: 2 weeks
- Completion of a prior questionnaire and/or e-learning module before the training to identify needs and adapt the content

Evaluation Modalities

- In-training assessments: e-learning module, quizzes, role plays, case studies, etc.
- End-of-training assessment: evaluation completed by consultants to assess the achievement of training objectives, immediate feedback questionnaire including a self-assessment section

PROGRAMME OUTLINE

MODULE 1 : UNDERSTANDING CULTURAL DIFFERENCES

1. Intercultural awareness : the key to success in international business

- Taking stock of one's own cultural baggage
- The basics of effective intercultural management
- Identifying and going beyond cultural stereotypes

2. Key aspects of Lithuanian culture

- A Baltic state located at a meeting point between the Russian and Polish cultures
- A uniform society with significant minorities
- A changing economy
- The challenges of European integration

3. The impact of values and behaviour patterns on professional dealings and relationships

- A male-dominated and patriarchal society currently undergoing change
- Basic values, customs and practices
- A devoutly Catholic nation
- The importance of appearances
- National pride
- Humour and level-headedness
- Self-control

4. The Lithuanian corporate world

- Lithuania's changing management culture
- Relatively concerted decision-making processes
- Privileges and favouritism
- The importance and recognition of skills

MODULE 2 : SUCCEEDING IN WORK WITH THE LITHUANIANS

1. Effective communication with the Lithuanians

- Greetings, etiquette and politeness
- The power of visual aspects and non-verbal communication
- The importance of networking
- The value of learning Lithuanian

2. Adapting your working methods

- Reliability, charisma and experience.
- Flexibility, tolerance and an open mind
- Distance and sociability: striking the right balance
- The advantages of joint decision-making where feedback and follow-up are concerned
- Pitfalls to be avoided

3. Successful meetings and negotiations with the Lithuanians

- Forging relationships and giving them that personal touch
- Setting the scene. Defining the context for your meeting
- Discipline and professionalism
- Written contracts, their interpretation and implications
- Organising the post-negotiation phase

4. Final handy tips

- Caution, patience and humility
- Protocol and etiquette
- Social standards, gifts, business cards, dress code
- Sensitive subjects: politics, history, religion
- Humour: a double-edged sword

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Would you like to organize a customized in-house training session? Please feel free to contact us.