

Working with Russia

Target audience

Professionals who work with Russia

Prerequisite

No prerequisite

Objectives

Significantly increase participants' effectiveness in their professional relations with people from Russia

At the end of the training, they will have keys to:

- Adopt an intercultural approach
- Understand the context and culture of Russia
- Decipher cultural codes and analyze situations of incomprehension
- Adapt their communication and working methods
- Decode decision-making and negotiation processes

Added value

- Conducted by an expert consultant specialized on Russia
- Decryption of the Nomad' Profile
- Alternating theory and practical exercises
- Access to Digital Learning for one year
- Sharing of best practices and individual 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.



Corporate Training Solutions



Duration: to define.

You wish to organise a specific training course ?
Contact us !

Public Courses Next available sessions

Duration: 7 hours

 March 13, 2025, remote session
990 €HT/pers. Training session held in 

 June 06, 2025, Paris
1070 €HT/pers.* Training session held in 

* (Technical fees and lunch included)

PROGRAMME OUTLINE

Step 1: E-learning

ADOPTING AN INTERCULTURAL APPROACH

- Specify your context and expectations
- Become aware of cultural filters
- Discover your cultural profile

Step 2: Group training session

UNDERSTANDING RUSSIAN CULTURAL CODES

Discovering the cultural basics of Russia

- The Russian Federation: central power, republics and regions
- From the Tsars to the Soviet period to the market economy
- The heritage and influence of Orthodoxy, the competition of other beliefs
- The 4 major challenges of Russia today

Understanding Russian values

- Collectivism, individualism and hospitality
- The Slavic imprint, the new values
- Social classes, oligarchs, apparatchiks, Chekists...
- The Russian spirit and its mysteries

OPTIMIZE YOUR PROFESSIONAL ACTION WITH RUSSIANS

Communicating with Russians

- Understand the implicit: *Da, Niet* and their hidden meanings
- Pay attention to details: birthdays, gifts and holidays
- Relationships with foreigners, topics of conversation, humor
- The circulation of information, networks

Adapting work methods

- A bureaucratic and Soviet base: the reliance on procedures
- Management methods, importance of hierarchy
- Individual and collective responsibility
- Risk-taking and low initiative: a paradox?

Conducting successful meetings and negotiations with Russians

- Know how decisions are made, the importance of personal relationships
- Bureaucracy and negotiation with the authorities
- Trust over contracts
- The importance of *krisha*, learning to compromise

Adopting best practices

- Recognize key principles
- Avoid pitfalls, mistakes and misunderstandings
- Create a tailor-made action plan

Step 3: E-learning to go further

EXPLORE COUNTRY PACKS

Developing your knowledge of the country

- Cultural guidelines
- Business life
- Overview