

# Working with Gabon

## Target audience

Company managers and staff working and dealing with the Gabonese

## Prerequisite

No prerequisite

## Objectives

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

- Be aware of their own cultural baggage
- Fully understand Gabonese context and the culture
- Analyze possible situations in which misunderstandings may arise and identify ways of communicating
- Reduce stress and misunderstandings
- Decipher and understand Gabonese 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.

## Corporate Training Solutions

Duration: to define.  
You wish to organise a specific training course ?  
Contact us !

## 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 Gabonese culture

- An equatorial country of sub-Saharan Africa
- A young, large, multiethnic population
- The impact of French colonisation
- The challenges posed by independence and democracy
- Oil: a precious windfall which has attracted numerous other countries
- The economic ambitions of a tightly run state

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

- A male-dominated society
- The family: the cornerstone of Gabonese society
- The presence of religion in a secular environment
- A relative vision of time
- The importance of appearances
- Hierarchy and social classes
- The group and the community takes precedence over the individual
- Pride in one's identity and sense of honour
- Reserve and self-control

#### 4. The Gabonese corporate world

- A respect for hierarchy and authority
- The collective aspects of productivity
- Personal commitment and a fear of failure
- The influence of politics on the country's economic and business life

### MODULE 2 : SUCCEEDING IN WORK WITH THE GABONESE

#### 1. Effective communication with the Gabonese

- A direct communication style
- Deciphering unspoken messages
- The importance of mediators and networking
- The French language and local dialects

#### 2. Adapting your working methods

- Say what you mean and do what you say
- Supervising staff and giving praise where praise is due
- Encouraging feedback
- Dealing with sensitive and touchy people
- Pitfalls to be avoided

#### 3. Successful meetings and negotiations with the Gabonese

- Giving relationships that personal touch: humility and subtlety
- Patience, perseverance and coherence
- Self expression: frankness and honesty
- Written contracts, their interpretation and implications
- Organizing 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