

# Living and working in Ghana



## Target audience

Employees preparing for an assignment in Ghana and their partners



## Prerequisite

No prerequisite



## Objectives

This seminar aims at significantly improving the ability of the participants to **meet the challenges of living and working abroad**. The objective is to enable them to identify the stumbling blocks that lie ahead and to be able to adapt and integrate in Ghana. At the end of this training, participants will have the necessary skills to:

- Be aware of their own cultural baggage
- Understand Ghanaian context and culture
- Analyze situations in which misunderstandings may arise and identify ways of communicating more effectively
- Reduce and manage the symptoms of culture shock
- Understand Ghanaian mindset, work practices, decision-making processes and negotiating styles
- Strike the right balance between personal et professional life



## Added value

- Create your Cultural Profile
- Access to 70 Country Packs
- Pragmatic, fun e-learning
- Interactive method
- Acquire operational tools



## Corporate Training Solutions

Duration: to define.

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

## PROGRAMME OUTLINE

### MODULE 1 : SUCCESSFUL PERSONAL INTEGRATION IN GHANA

#### 1. Cross-cultural awareness : the key to a successful expatriation

- Taking stock of one's own cultural baggage
- Culture shock and the integration process
- Identifying and going beyond cultural stereotypes

#### 2. Key aspects of Ghanaian culture

- A relatively stable member state of the Commonwealth
- The impact of British colonization
- A multiethnic and tribal society
- A complex political situation

#### 3. Ghanaian values and behaviour patterns

- The importance of patriarchal values
- Looking beyond the stereotypes: The role of Ghanaian women
- The huge importance attached to private life
- An intrinsically hierarchical society
- The contrasts between rural and urban life
- The importance of religion
- A haphazard view of time
- Irony and teasing
- A rather fatalistic mindset

#### 4. Practical day to day information

- Focus on the host town or city
- Transport, administration, housing, security, hygiene and healthcare
- Social life, leisure activities
- Schools, extracurricular activities, sport

### MODULE 2 : SUCCESSFUL PROFESSIONAL INTEGRATION IN GHANA

#### 1. The Ghanaian corporate world

- A paternalistic company structure
- A high degree of formality
- A tradition of professional comradeship and fraternity
- The role of national and local authorities

#### 2. Effective communication with the Ghanaians

- The importance of interpersonal relationships and networking
- The extensive use of gestural and non-verbal communication
- The deceptive ease of explicit communication
- English, dialects, and the selection of an interpreter

#### 3. Working with Ghanaian teams

- Goodwill, an open mind and charisma
- Being firm but fair
- Supervising, explaining and understanding
- Encouraging personal and collective success

#### 4. Successful meetings and negotiations with the Ghanaians

- Ensuring flexibility and coherence
- Creating a climate of trust
- Socializing outside working hours
- Attitudes to contracts and their implications

#### 5. Final handy tips

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