

# Living and working in Guinea



## Target audience

Employees preparing for an assignment in Guinea 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 Guinea. At the end of this training, participants will have the necessary skills to:

- Be aware of their own cultural baggage
- Understand Guinean 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 Guinean mindset, work practices, decision-making processes and negotiating styles
- Strike the right balance between personal et professional lives



## 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 : SUCCESSFUL PERSONAL INTEGRATION IN GUINEA

#### 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 Guinean culture

- West African nation long known for its resources
- A multiethnic society
- The Muslim traditions of this secular state
- The impact of French colonization
- The stigma left by years of repression and political instability

#### 3. Guinean values and behaviour patterns

- Family values
- The changing status of Guinean women
- A sense of friendship and personal relationships
- A rather haphazard view of time
- A respect for age and status
- A community-based tradition: the significant role of tribes and ethnic groups

#### 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 GUINEA

#### 1. The Guinean corporate world

- A hierarchical and paternalistic company structure
- Formality and etiquette: an integral part of business life
- Differences in working methods and the notion of quality
- The role of politics and influential friends

#### 2. Effective communication with the Guineans

- An oral tradition
- The importance of non-verbal communication
- The deceptive advantage offered by the use of the French language

#### 3. Working with Guinean teams

- Effective management: a businesslike attitude, leadership and temperance
- Building trust and confidence: perseverance and humanity
- Supervising: dealing with touchy or sensitive people
- Encouraging feedback
- Striking the right balance between firmness and flexibility

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

- Forging relationships: the importance of small-talk and socializing
- Meeting the right people
- Establishing your credibility
- The importance of keeping your word

#### 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