

# Working with Nigeria



## Target audience

Company managers and staff working and dealing with the Nigerians



## Prerequisite

No prerequisite



## Objectives

The aim of this seminar is to significantly improve the participants' effectiveness in their professional relationships with the Nigerians, 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 Nigerian context and culture
- Analyze possible situations in which misunderstandings may arise and identify ways of communicating
- Reduce stress and misunderstandings
- Decipher and understand Nigerian decision-making and negotiation processes



## 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 : 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 Nigerian culture

- A patchwork quilt of cultures and traditions
- A unique heritage which has stood the test of time
- The impact of British colonization and the military dictatorship
- A country with extensive resources crippled by years of warfare
- The importance of Nigeria's sects

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

- A paternalistic society centered around the family
- The importance of castes and religion
- Extraversion and sociability
- The Nigerians' attachment to appearances, titles and status
- Coolness and spontaneity
- A flexible vision of time

#### 4. The Nigerian corporate world

- A patrimonial and hierarchical organizational structure
- Concerted decision-making
- The scourge of nepotism and corruption
- Professional relationships

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

#### 1. Effective communication with the Nigerians

- Small talk: a vital aspect of Nigerian life
- The importance of tone and gestures
- A frank and direct communication style
- English for business and dialects

#### 2. Adapting your working methods

- Effective management: neutrality, moderation and leadership
- Building trust and confidence to guarantee staff loyalty
- An open mind, humanity and justice
- Supervising, giving praise where praise is due, correcting errors
- Pitfalls to be avoided

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

- Anticipating unforeseen events
- Giving relationships that personal touch
- Patience and perseverance
- 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