

# Living and working in Argentina



## Target audience

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

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



## 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 ARGENTINA

#### 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 to Argentinian culture

- The rich biodiversity of this extremely varied country. A multi-racial nation
- "Chaco", "Sierras", "Pampa", "Patagonia" and Buenos Aires
- Colonization and migration
- Peronism, dictatorship and the road to democracy
- Catholicism and religious minorities. The educational system
- The Mercosur and foreign capital. The challenges of a fragile economy.

#### 3. Argentinian values and behaviour patterns

- Family traditions: "cariño" and "asado"
- A macho tradition combined with the notion of a powerful female figure
- The importance of appearances. The quest for identity
- "El argentino": Individualism and pride. The ritual of "mate"
- A polychronic and elastic view of time
- "Armar un negocio": Argentinian resourcefulness
- Football and the tango: more than just clichés

#### 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 ARGENTINA

#### 1. The Argentinian corporate world

- The PYMES, major companies and the mass retail sector
- The workplace: a social environment
- The influence of networks and politics
- A clear hierarchy
- The marketplace, employment and staff turnover

#### 2. Effective communication with the Argentinians

- Addressing others: Understanding the correct use of the familiar form
- The importance of networking
- "Franqueza" direct communication
- Non-verbal and implied communication
- Argentinian and business Spanish: some pitfalls to be avoided

#### 3. Working with local teams

- Empathy, courtesy and professionalism
- "Confianza": performance through agreement and harmony
- Paying attention to personal ambitions, avoiding misunderstandings

#### 4. Successful meetings and negotiations with Argentinians

- Giving relationships that personal touch
- Attention to protocol, learning to be patient.
- Identifying executive staff, creating reliable long-term partnerships

#### 5. Final handy tips

- Caution, patience and humility
- Social standards, gifts, business cards, dress code, etc
- Sensitive subjects: the Falklands war, dictatorship, Chile
- Humour: a double-edged sword