

# Working with Cambodia



## Target audience

Company managers and staff working and dealing with the Cambodians



## Prerequisite

No prerequisite



## Objectives

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

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

#### 2. Key aspects of Cambodian culture :

- A kingdom in Southeast Asia, located in the Gulf of Thailand
- Khmers, Thais, Chinese and Vietnamese: a multi-ethnic population
- An ancient, unique and proud civilization
- The painful scars of a turbulent past
- A fragile agrarian economy

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

- Royalist devotion and Buddhist fervour
- A highly stratified society with gender-specific differences
- Respect for age, status and authority
- Attachment to the land and to one's origins
- Consistency, discipline, reservation and affability
- The importance attached to appearances
- A relatively adaptable approach to time

#### 4. The Cambodian corporate world

- A formal and extremely hierarchical corporate structure
- A tight, vertical decision-making process
- The glorification of the work ethic
- Bureaucracy and formalities

### Module 2: Succeeding in your work and dealings with the Cambodians

#### 1. Effective communication with the Cambodians

- A formal and extremely hierarchical corporate structure
- A tight, vertical decision-making process
- The glorification of the work ethic
- Bureaucracy and formalities

#### 2. Adapting your working methods

- The key qualities of a manager: experience, qualifications and leadership
- Effective management: a willingness to listen, guidance and support
- Building trust and confidence: socializing outside working hours
- Encouraging dialogue and feedback: questioning, requesting and reformulating

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

- Successful dialogue: sociability, respect and sincerity
- *Small-talk* and attentiveness: building and maintaining relationships
- Proposing, suggesting and reacting: negotiation as an art and as a game
- Understanding 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