

# Living and working in Germany



## Target audience

Employees preparing for an assignment in Germany 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 Germany. At the end of this training, participants will have acquired insights and techniques to:

- Be aware of their own cultural baggage
- Understand German context and the culture
- Analyse situations in which misunderstandings may arise and identify ways of communicating more effectively
- Reduce and manage the symptoms of culture shock
- Understand another mindset, different 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 PERSONNAL INTEGRATION IN GERMANY

#### 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 German culture

- An ageing but powerful European nation
- The glory and the upsets of a united Germany
- The importance of the federal aspect
- An economic power in the process of restructuring

#### 3. German values and behaviour patterns

- The family, regional identity and festivals: the impact of collective identity
- Religion and the State: a country with no secular tradition
- The challenge of being a woman in modern Germany: juggling the role of mother and working wife
- Precision, planning and segmentation
- Systematic thinking: reasoning, organising and acting
- Caution when faced with risks
- Cosiness: the German notion of *Gemütlichkeit*

#### 4. Practical day to day information

- Focus on the host town or city
- Regional differences and the specific characteristics of the East
- A country brimming with history just waiting to be discovered.
- Transport, administration, housing, security, hygiene and healthcare
- Social life, leisure activities, schools, extracurricular activities, sport

### MODULE 2 : SUCCESSFUL PROFESSIONNAL INTEGRATION

#### 1. The German corporate world

- An informal but nevertheless important hierarchical structure.
- The German notion of *Mitbestimmung* or collective decision-making
- Performance and efficiency in the workplace, the role of the unions
- Understanding the concept of team working and delegation.

#### 2. Effective communication with the Germans

- Making the most of the German language to forge and improve relationships
- A pretended transparency in non-verbal communication
- German advertising: an example of optimal communication
- Interpersonal socialisation: an aspect belonging firmly to the private sphere

#### 3. Working with German teams

- Building confidence: respect for rank and status, and a willingness to listen
- Effective management: time management throughout the working day
- Demonstrating personal efficiency: expertise and precision
- Conflict resolution: mediation, dialogue and decision-making

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

- Identifying decision-makers and understanding where the true power lies.
- Achieving credibility: preparation, deadline observance, responsiveness
- The importance of ethics, attitudes to written contracts
- Managing the post-negotiation phase

#### 5. Final handy tips

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