

CROSS-CULTURAL TRAINING PROGRAM FOR ASSIGNEES

Managing Assignment Risk

International assignments are neither inexpensive nor risk free. Protect your company's investment by ensuring that assignees are prepared to adapt quickly and perform effectively upon arrival. The Cartus cross-cultural training program equips each assignee with a custom plan for success and provides critical support for their families by building cultural awareness, knowledge, and skill.

Why Cross-Cultural Training?

According to the most recent Cartus Policies & Practices Survey, the top reasons assignments fail include:

1. Family adjustment (61%)
2. Assignee adjustment (46%)

At the office, the learning curve for navigating within the new environment can be steep, precarious, and difficult to anticipate. At home, families arrive unprepared for the challenges of adjusting to life in the new country. Cartus cross-cultural training addresses these issues by making assignees aware of the unique challenges they will face and providing targeted information, coaching, and advice. Assignees who complete our cross-cultural training programs have a heightened understanding of the values and attitudes of the target culture, leading to better strategies for accomplishing business and personal objectives. The result? Assignees are better prepared to adjust to the new environment at work and at home, leading to accelerated productivity and performance.

Program Topics

- The impact of culture
- Host country national values
- Self-awareness: review of personal cultural profile
- Business practices: establishing credibility, supervising, motivating, team-building, meeting management, leadership, and more
- Intercultural communication skills
- Cultural adaptation and lifestyle adjustment
- Practicalities of daily life

Program Features

The Cartus cross-cultural training program for assignees includes the following:

- A blended learning approach featuring access to an advanced web-based cultural support tool for one year after program completion
- Customization based on assignee experience, employee role, and family lifestyle profiles
- A training team with up-to-date and practical experience in the target culture
- Worldwide delivery, pre-departure or post-arrival
- One- or two-day training for assignee and partner
- Specialized programs for short-term assignees and children/teens
- Additional flexible options including virtual and blended solutions
- A personalized action plan for assignment success

Program Benefits

Cross-cultural training programs prepare assignees for success by:

- Creating realistic assignment expectations
- Accelerating adjustment and productivity
- Expanding self-awareness
- Building effective intercultural skills
- Helping families to adjust



For more information on how Cartus' Intercultural & Language Solutions can help you, please contact intercultural&language@cartus.com