

Ready, Set, Go! Expatriation Training

Caterpillar Spirit Expatriate trainings are designed to increase the level of readiness for the expatriate and family to successfully live and work in the host country - be it the first or fifth time moving abroad.

The number one reason for failed assignments is a lack of family adjustment in the host country. Investing time in expatriate training greatly reduces the chance of a failed assignment through education, knowledge and realistically managing expectations.

All trainings are customized to meet the specific needs of the expatriate and family.

Program Goals:

- To identify the objectives and priorities of the international assignment
- To understand the concept of culture and its impact on day-to-day living and business
- To identify personal value sets and communication style
- To understand key intercultural competency skills necessary for successful expatriation
- To learn about culture-specific business and daily living practices
- To understand the cultural adjustment cycle and healthy approaches to manage it

Who Should Attend:

- Expatriates who will be embarking on an expatriate assignment or have recently arrived in the host country
- Managers, teams and employees working with expatriates

Program Design:

Caterpillar Spirit programs are well-balanced to work with all learning styles. Interactive lectures, simulations, exercises, discussion and experience exchange are always included.

Languages:	English & German, as needed by participant
Date / Time:	Varies - based on open seminar schedule and client request 2-day training 9.00-17.00 each day
Location:	Varies and based on participant need Programs are held at a corporate office, home or carefully selected conference hotels to provide for an ideal learning environment.
Cost:	Varies based on number of participants and exact program design Program costs include pre-assessment design, materials, post-training on-line resources, coffee breaks and lunch (if applicable).

This program can also be delivered in-house at your company or organization and designed to meet your specific needs.

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Expatriation Training Modules

Communication: We examine our own style of communication (direct, indirect, affective, neutral, etc.) as well as our communication process, or in other words, how we have been educated to think (analytically, theoretically, independently, within a group, etc.) We then compare and contrast those to what we may encounter in the host country, identifying areas of needed adaptation for enhanced communication effectiveness.

Stereotypes: We examine the perceptions the host country nationals may have, the perceptions we have of them, where these perceptions come from, the importance of recognizing them and how to move beyond them for increased intercultural adaptability and effectiveness.

Values: We look at the cultural values (personal, national and corporate) that we carry with us and how they impact the way we view the world. Quite often our cultural values are out of awareness, and it is not until we are confronted with a new value set different than our own that we become aware of ours and cling to them. How we view and value time, for example, is quite particular and can be a source of confusion and frustration when working across cultures. By exploring our own values and then comparing and contrasting them to the values of the other, we identify areas of potential challenges, begin to know where our boundaries lie and build strategies for managing the differences.

Cultural Adaptation: We help expatriates look at themselves in terms of their flexibility and openness, emotional resilience, perceptual acuity and self-autonomy and then identify areas where they may struggle in adapting to a new culture and help them create a plan for increased intercultural adaptability. We educate them on the symptoms of culture shock and give them the tools to manage the cycle of adaptation.

Doing Business in the Host Country: We discuss their job and the potential challenges that may arise in the host country. What to expect from a business perspective, and when and how to adapt their mode of operation and management style to be successful in the host country is the key outcome of this module.

Daily Living in the Host Country: We provide daily living information to discuss the practical everyday issues of living in their new home.