



INTERCULTURAL TRAINING & DEVELOPMENT

Why Intercultural Training?

The ability to navigate successfully across cultures is not a luxury; it is a necessity. Global success is critical in today's business environment.

IOR's training programs help your global talent **accelerate productivity** while on international assignments and when working with colleagues around the world. They will also learn how to **build key relationships** and **adapt with greater ease** to new surroundings.

Can your global employees answer these questions?

- When and how is it appropriate to challenge my boss?
- How do I give feedback effectively to subordinates or peers?
- How do I best recognize my team's efforts?
- What must I do to get a response when being ignored?
- How will I adapt my behaviors to be more effective every day?

Intercultural training provides your employees and spouse/partner the tools needed to operate with a global mindset. As your talent develops the skills necessary for managing relationships across cultures, your company benefits by gaining a global perspective.

Unlocking the Key to Innovation

Harnessing the Power of Cultural Knowledge

Employees who have the skills to maneuver fluidly across cultures hold the key to success in global business. Families who receive support during their international move are more likely to complete a successful assignment. As your company expands globally, IOR equips your employees and families with the tools they need to achieve your company's objectives.

Expatriate Training

IOR's intercultural training programs help expatriate employees and their families build the knowledge, confidence and skills they need to succeed internationally. Our programs help participants identify strategies to bridge cultural differences, enhance global relationships and work more effectively in diverse environments.

One- and two-day sessions are available for adults, teens and children of all ages. Each program is customized to the participant's and company's unique needs and can be delivered in person or virtually.

IOR's programs advance your global talent with the aim to:

- Understand the host culture's values and their impact on professional and social functions.
- Learn useful tools for managing the intercultural adaptation process in personal and professional lives.
- Increase practical knowledge and tips on daily life in the destination culture.
- Gain deeper insight into the new culture's communication styles.

Repatriation Training

The final step of a successful international assignment is re-integration back into the home culture. Exploring ways to **leverage the global experience** creates **real value for the employee, the family and the company**.

Through IOR's Repatriation programs employees and the family will:

- **Focus on skills they have gained.**
- **Develop strategies for applying new knowledge and skills** to future personal and work goals.



Working Globally

Whether employees are frequent business travelers or remain at corporate headquarters, IOR can work with professionals to develop the skills they need to confidently and successfully engage in global interactions with colleagues, clients, and other business associates.

Full-day and half-day sessions are available for all programs and can be delivered in person or via interactive online platforms.

Country-Specific Business Briefings provide the in-depth, country-specific knowledge needed to work effectively in a particular country or region.

“Working With...” Programs include detailed country information, combined with a strategic look at managing and bridging cultural differences.

Building Intercultural Competence addresses the skills needed to navigate successfully between cultures by analyzing various dimensions that impact business and social behavior.

Communication Across Cultures explores the dynamics of verbal and non-verbal communication and offers strategies for more effective intercultural communication.

Cultural Communication Skills Workshop develops specific practical skills focusing on communication challenges and working toward improving skills such as writing emails and giving presentations.

IOR is certified in multiple assessment tools which are integrated into many of its programs to achieve measureable results.

Addressing your unique needs:
Customized Curriculum
integrating
Assessment Tools
for Selection & Development

“It was the most rewarding, enlightening and confidence building two days I have had in a while.”

Assignee, Oil and Gas Producer

IOR’s exceptional global trainer network:

90%

have lived outside their country of origin 5+ years

80%

can train in multiple languages

Intercultural Training—The IOR Advantage

- High-touch approach; flexible and customized
- Global reach to provide training anywhere in the world
- Consistent, exceptional quality
- Innovative technology solutions
- Proprietary curriculum
- Certified in multiple Assessment Instruments
- Local Business and Daily Living Consultants
- Strategic insight vs. transactional approach

Call us today to discuss your global talent needs.