

Objectives

- Develop the skills required to work in an international environment
- Understand the Indian context and culture
- Learn to decode and manage cultural differences in the workplace
- Learn to adapt and optimise communication, management and negotiating styles
- Acquire tools to decode and manage cultural differences in the workplace

Who should attend?

- CEOs and senior executives of companies expanding into India
- Managers, teams and individuals who work regularly with Indians

Duration

- Available as a 1-day and 2-day programme

Programme

1/ Developing cultural awareness

- Cross-cultural fundamentals for working in an international context
- Cultural dimensions: how ways of working, thinking and interacting differ across countries
- Cross-cultural competencies needed to evolve in an international environment
- Going beyond stereotypes and ethnocentrism

2/ Indian culture

- India, a sub-continent in full transformation
- Indian civilisation, its myths and deep beliefs
- Indian culture today: its richness and paradoxes
- Indian values and their impact on building relationships
- Why celebrations and festivals are important

3/ The Indian business world

- Types of business entities and how they operate
- The role of the State in the corporate world
- The importance of networking
- Creativity (the concept of frugal innovation) and Indian dynamism (entrepreneurship)
- Spirituality in the workplace

4/ Working with Indians

- Working with Indian teams: Challenges for Western people
- Complexity and the different faces of India
- Identifying the decision-makers
- Managing and motivating teams
- Participating in and leading meetings
- Negotiating with Indians
- Working remotely with Indian teams

5/ Practical tips

- Avoiding faux pas
- Understanding symbols
- Social codes: rituals and gifts