



INTERCULTURAL TRAINING: „Welcome to Germany“

The number of employees from other cultures in Germany has been increasing considerable for last years and moving to another country due to a new job or position (your own or because of your partner) is nowadays common practice. Unfortunately, not all relocations end up with success based on intercultural differences. An intercultural training and coaching bring the partner, who is also moving, closer to the German culture, helps to resolve misunderstandings, facilitates the first time in Germany and the communication between the cultures.

The trainer Anna Lassonczyk moved to Germany **with 19 with just one suitcase** and could experience the **culture shock** and settling down in Germany **on her own**. You can feel the special **empathy** in her intercultural **seminars, workshops and coachings**, where she includes her personal stories, pleasant and unpleasant experiences and faux pas she has committed and learnt about on the hard way, especially In the beginning.

Below you will find the word “**INTERCULTURAL**” composed of important cultural differences relevant in interactions between people from Spain and Germany.

Individualistic – Group oriented

Neutral – Emotional

Task– Relationship

Empathy– Facts

Rules – Exceptions

Courteous – Honesty

Unsure – Sure

Long-term– Short-term

Treaty – Respect

Urgent – Laidback

Responsibility – Pleasure

Achievement – Status

Long way – Shortcut



Once you become familiar with these varying circumstances and **cultural differences in Spain, Germany and UK**, your relocation and settling down in a new German culture will become **easier and more pleasant**. This Know-How is the key to success while moving to another country. Meanwhile, intercultural awareness will help you to understand more about the influence of your own culture and you will continue to **broaden your horizons**.





Content of the training „WELCOME TO GERMANY“ (examples):

Content can be customized and adjusted according to background, intercultural experience, current challenges and needs of the participant. (Analysis by phone or pre-questionnaire)

Introduction: How culture affects us...

- Perception and interpretation
- Culture as mental programming
- The trap of resemblances
- Culture shock
- Self-reflection
- Intercultural competence

Germany compared to your origin culture

- Stereotypes and own characteristics
- Heroes, symbols, rituals and values
- Standards, mindsets, convictions
- Orientation towards facts and rules
- Directness and truthfulness
- Separation of the sections:
professional – private, rational – emotional,
role– person, formal – informal
- German “cosiness”
- Reliability and autonomy
- German attitude to time



Intercultural Communication

- Direct vs. indirect Communication
- Formal vs. informal communication
- Phone, email, letter or personal contact?
- Solving conflicts and prevention
- Giving and taking feedback
- Body language, facial expression und gestures



Living in Germany

- German “House rules”
- Private contacts: small talk, social manners, invitations
- Establishing friendships and social networks
- The feeling of „I“ and “WE”
- Daily rhythm
- Leisure and cosiness
- Bureaucracy and systems
- Recognizing and overcoming the culture shock in Germany
- Your personal questions



Target group:

The training / coaching „Welcome to Germany“ is especially generated for foreign employees and / or their partners who are being relocated to Germany and would like to prepare for the German mentality and conditions. The seminar is also appropriate for people living abroad who have frequently contact with Germans and would like to improve it. Moreover, it's addressed to inpatriates, who have already lived in Germany for a bit longer and want to get a deeper view into the German characteristics and backgrounds to enhance the success in their private and working life. It's highly recommendable to attend the training for relocated partners, to make it easier for them to settle down in a new country and to make their time in Germany a pleasant, enriching and successful adventure. **Every session is prepared in an individual way and adapted to the personal needs of the participant.**

You will learn...

...to become familiar with the German culture and improve your intercultural competence. Thanks to it you will reduce the physical and mental stress, **enhance your energy, performance and your well-being in everyday life.** You will be aware of the cultural differences in behaviour and communication style, equipped for the culture shock in Germany and more aware of your own cultural background. You will not only get knowledge but also you can ask personal questions and try out what you've learned in practical exercises, in order to immediately act self-conscious, with intercultural competence for a successful work and life in Germany.

Methods:

Coaching, self-reflection, exercises, simulation / roleplay 1:1, analysis of case studies, pictures and short movies, critical incidents, sharing experiences, short presentation

Your trainer:

Anna Lassonczyk is a certified intercultural trainer, with a University diploma in **International Business and Cultural Studies**, a master facilitator and coach. She was born in Poland, where she lived for 19 years and 2003 she moved on her own to Bavaria in Germany where she completed her studies at the University in Passau. Since 2005 she has been working as an advisor for global companies **to successfully communicate** with international clients, employees and business partners. She coaches **managers being relocated** for their companies (e.g. Bayer) abroad, takes care for intercultural teambuilding (e.g. for PUMA) and has already been a guest lecturer for intercultural communication at several universities (i.a. in Cologne, Passau) and UBI Luxembourg. Her appearance is always very active, in step with actual practice and entertaining.



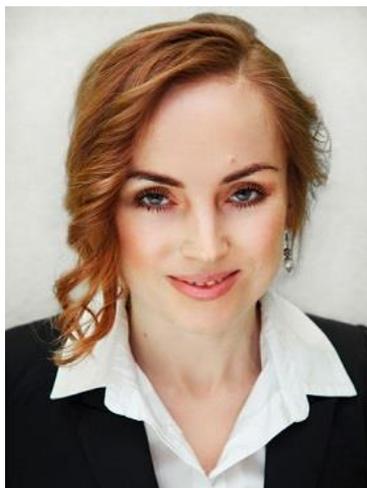
She has worked for **corporate groups** (e.g Daimler Chrysler) and on **international projects** worldwide (UK, New Zealand, India, Poland and Germany) and could experience **cultural shock moving to another country on her own** for many times. Since 2010 she has been running her company “Intercultural Success” in Cologne with great passion.

For more information and references you can visit www.Intercultural-Success.de

Organization details:

- **Number of participants:** 1 (individual coaching)
- **Length:** 1 – 3 days
- **Date:** based on arrangement
- **Place:** location of your choice
- **Including:** questionnaire or quick phone call pre in advance to find out your needs and individual wishes of the participant, conception of the seminar, preparation of the material
- **Additional option 1:** one day follow-up training (recommendable after 1 to 3 month) to reflect, add and deepen the acquired knowledge and its implementation in working and daily life
- **Additional option 2:** 6 month phone / Skype / Zoom coaching (6 x 1 hour) to assist the partner of the employees in the beginning of his culture shock and support him on inter-cultural questions, conflicts and misunderstandings
- **Language:** English

Thank you for your trust, I'm looking forward to meeting you!



Anna Lassonczyk

