

INDIVIDUAL COUNSELLING

- Supporting the inpatriated and the partner in the process of relocating to a new culture

THE PURPOSE:

Knowing what to expect from life in Denmark on a personal level and during the adaptation to an unfamiliar culture give the inpatriated family a head start and a more seamless adaptation process to life in Denmark. The aim of this counselling is to avoid 'expat failure' by infusing as much knowledge and as many adaptation skills as possible during the counselling itself and the first 3-6 months of the assignment.

In this counselling we assess the cultural and personal differences the inpatriated family is likely to encounter and address the burning issues that may occur in the various phases of a posting abroad.

To develop tools and strategies to bridge the cultural gaps, a coach will identify significant Danish values, history and cultural characteristics, that are likely to influence your private as well as professional work life.

The counselling incorporates the self-assessment e-tool, *Culture Calculator*. By using this tool, we can focus on the individuals' cultural challenges as well as compare the relevant national cultures.

CONTENT:

Cultural context

- Identifying blind spots using the *Culture Calculator* – an online assessment tool
- Navigating in a new environment - what will work in a new cultural context
- What do I/we need to reinforce, to change or to trash

The Danes, their culture and values

- Short introduction to the history of Denmark focussing on how history impacts current values in society
- Mapping the Denmark's cultural parameters with the use of the web-tool
- Comparing the participants' personal culture to Danish culture in general and identifying potential challenges and pitfalls, both in work life and social life

The transition process

- The five phases of culture shock
- Adapting and coping strategies
Tools and strategies to ease the process

Action Plan

- Finalizing the counselling session by co-creating an action plan
- Schedule follow-up session



Since 2004 LIVING INSTITUTE has prepared employees and their family for their new life abroad

Infobox

Date: To be decided

Duration:
1 day & 1 follow-up
video conference after
3-6 months

Location:
At Living Institute's
premises or a third
party venue

Language:
English, Danish or other
language available

Target group:
Professionals and their
spouse moving to
Denmark

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THE CULTURE CALCULATOR – A WEB-TOOL:

Culture Calculator is a learning track in the web-tool *CultureWizard*, which is a complete online global business training facility, containing e-learning courses and informational resources, covering more than 140 countries.

The learning track *Culture Calculator* is part of our individual counselling programmes. *Culture Calculator* is a global skills assessment tool that maps the participants' personal cultural profiles through eight parameters. The use of this web tool enables us to tailor the content to the participants' specific need by assessing their personal culture for comparison to the new host culture instead of comparing general cultural characteristics.

After the counselling, the participant(s) will have one-year access to the tool where country specific information can be consulted as well as general strategies for bridging the gaps.

ABOUT OUR FACILITATORS:

The facilitators of the expatriation counselling are highly skilled anthropologists, sociologists, country culture experts, business consultants and business people with vast practical global experience.

ABOUT LIVING INSTITUTE:

Our mission: “We enable corporations to reach their global goals through enhanced diversity excellence”

By infusing cultural intelligence and gender intelligence we enable companies and their people to harvest the benefits of diversity. We do so by providing training and consultancy, enabling our clients to conduct business effectively in the global market place. As a market leader LIVING INSTITUTE work on all levels in organizations - all over the world.

**Up to 40
percent of U.S.
expatriate
managers fail in
their overseas
assignments.**

**Gary W. Hogan & Jane
R. Goodson**