



Cross-Cultural Training Improve Relocation Success with IMPACT Group

Our proven methodology – melding expert coaching with cross-cultural theory – transforms cultural learnings into more successful, globally aware behaviours.

Cultural competency is crucial to the relocation and retention success of your international assignees and spouses.

In order to effectively integrate into diverse cultural hubs or embrace the cultural business practices of a new country, assignees and spouses/partners need expert cultural guidance throughout their relocation.

Technology-assisted learning won't suffice on its own. Too often, individuals click their way through cross-cultural online tutorials to simply "get through." However, with **individualised coaching as well as a self-paced, interactive cultural learning platform**, assignees and spouses/partners will be able to put newfound knowledge into daily practice.



Tech-Assisted Learning & Coaching: IMPACT Group's Proven, Blended Approach



CONTACT US TO LEARN MORE TODAY:

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Culturally competent individuals are typically more open to different perspectives, foster empathetic communication, and create spaces of creativity and innovation. **Utilising a blended learning approach, global assignees and their spouse/partner build skills through self-guided, online learning while working directly with a coach.** Our coaches leverage their experiences as expats, as well as expert training and knowledge in cultural adaptation, to instill globally aware behaviours.

The coach guides the individual's transformation, from someone who knows about cultural differences to someone who *acts* on their knowledge. Coaches help participants absorb these learnings so they can skillfully adapt their behaviours to produce more successful interactions within a different culture or a multicultural community.

Tech for Ease of Learning, Coaching for Ease of Transforming

Powerful Learning Platform



Culture Coach Online prepares individuals to understand the impact of culture on business and personal relationships while improving their own cultural agility.

Participants will launch their experience with a personalised cultural assessment, focused on transitions from the home to the new culture(s). This assessment is based on the research of the renowned Dutch researcher Dr. Geert Hofstede. Dr. Hofstede designed the questionnaire as a stimulus for reflection and self-exploration, as well as a lens through which other country cultures may be understood.

Participants will then access learning tracks customised for their topical and cultural needs, receiving comprehensive insight into their own individual cultural preferences. Learnings include how to better navigate business situations in the new culture, adapt to other cultures with more ease, and improve their cross-cultural communication.

Individualised Coaching Sessions

Learning new cultural skills is one thing – implementing them as daily practices takes coaching! Unique from other cultural programmes, participants will maximise their learnings by working one-on-one with an IMPACT Group coach. All of our coaches have lived as expats and understand the challenges of integrating into a new culture.

Together, the participant and coach will ensure the cultural learnings are appropriately applied to different situations at the office and in the community.

Coaching sessions include:

- + Cultural Agility & Understanding Culture
- + Cultural Profile Review / Self-Awareness & Managing Expectations
- + Preparing for the Move & Daily Life in the New Culture
- + Interpersonal Communication & Working in the New Culture



Reshape Cultural Awareness & Agility to Improve Relocation Success

Programme Features

- + **Unlimited access to Cultural Coach Online**, a powerful learning platform that helps individuals develop cultural agility.
- + **Cultural profile questionnaire** to measure preferences along six cultural dimensions: individualism, power distance, certainty, achievement, time orientation, and indulgence.
- + **4 one-on-one coaching sessions** with certified coach and seasoned expat to provide practical advice and guidance on applying the theory to professional and personal life.
- + **Expert guidance on key cultural topics**, including cultural agility, intercultural communication, business cultures, managing expectations, adjusting in everyday life, and so much more.
- + **Targeted coaching sessions** at critical points prior to and during the initial relocation phase.

**Choose IMPACT Group to enhance
intercultural competencies.**

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