

# Working with Algeria

## Target audience

Company managers and staff working and dealing with the Algerians

## Prerequisite

No prerequisite

## Objectives

The aim of this seminar is to significantly improve the participants' effectiveness in their professional relationships with the Algerians, enabling them to be operational right from the start. At the end of this training, participants will have acquired insights and techniques to:

- Be aware of their own cultural baggage
- Fully understand Algerian context and culture
- Analyze possible situations in which misunderstandings may arise and identify ways of communicating
- Reduce stress and misunderstandings
- Decipher and understand decision-making and negotiation processes

## Added value

- Conducted by an intercultural expert consultant
- Decoding the Nomad' Profiler
- Alternating theory and practical exercises
- Access to Digital Learning for 1 year
- Sharing best practices and personalized action plan

## Accessibility

All our training courses are accessible to people with disabilities. Each training project will be the subject of a case study by our teams, in order to adapt the training program.

## Corporate Training Solutions

Duration: to define.

You wish to organise a specific training course ?  
Contact us !

## PROGRAMME OUTLINE

### MODULE 1 : UNDERSTANDING CULTURAL DIFFERENCES

#### 1. Intercultural awareness: the key to success in international business

- Taking stock of one's own cultural baggage
- The basics of effective intercultural management
- Identifying and going beyond cultural stereotypes

#### 2. Key aspects of Algerian culture

- The second largest country in Africa
- A young, urban population of ethnic Arab and Berber origin
- A tragic history
- The specific characteristics of Islam in Algeria
- A delicate political situation
- Economic riches waiting to be fully exploited
- Local rivalry
- A country in the international spotlight

#### 3. The impact of values and behaviour patterns on professional dealings and relationships

- The family group, the role of women in Algerian society
- A transitional perception of time
- Private space and public areas
- The Algerian mindset

#### 4. The Algerian corporate world

- Keys to understanding how companies operate in Algeria
- Differences in working methods and the notion of quality
- The marketplace, employment and staff turnover
- The role of national and local authorities

### MODULE 2 : SUCCEEDING IN WORK WITH THE ALGERIANS

#### 1. Effective communication with the Algerians

- Generating and maintaining personal relationships
- The circulation of information, professional networks
- Communication styles and practices
- The working language, the role of the interpreter

#### 2. Adapting your working methods

- Local management and company culture
- Having a soft approach of one's authority, make an example of oneself
- Knowing how to speak in front of an audience, value and listen to what your collaborators have to say
- Conflict management: avoiding making your collaborators lose face

#### 3. Successful meetings and negotiations with the Algerians

- The preparation phase
- Identifying decision-makers
- Time and deadline management
- Written contracts, their interpretation and implications

#### 4. Final handy tips

- Caution, patience and humility
- Protocol and etiquette
- Social standards, gifts, business cards, dress code, etc
- Sensitive subjects: politics, history, religion
- Humour: a double-edged sword