

# Working with Angola



## Target audience

Company managers and staff working and dealing with the Angolans



## Prerequisite

No prerequisite



## Objectives

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

- Be aware of their own cultural baggage
- Fully understand Angolan 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 Angolan culture

- Angola: a huge, multi-faceted country
- A multiethnic but relatively uniform population
- A substantial international community in the multiethnic urban areas
- The impact of poverty
- The post-war nation
- Exponential growth and a subsistence economy
- The educational system and its problems

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

- Community awareness and respect for age are both key aspects
- Changing traditions after 30 years of war
- The relative transformation of the role of women
- A significant musical and artistic tradition
- Time as a power-enhancing strategy
- Mediation as opposed to confrontation

#### 4. The Angolan corporate world

- Angolan companies: a clear hierarchical structure
- The "Angolanization" of executive staff. A work ethic to be instilled
- Women within the company and the importance of intermediaries
- The power of the state and the authorities.

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

#### 1. Effective communication with the Angolans

- The emphasis on verbal communication
- Friendly and informal interpersonal relationships
- The ambiguity of life as a western manager in Angola
- The special characteristics of Angolan Portuguese

#### 2. Adapting your working methods

- The special characteristics of corporate life in Angola
- Angolan executive staff and their relationship with expatriates
- Responsibilities and decision-making: patience and firmness
- Maintaining trust and confidence: dealing with touchy people
- Identifying cultural traits and customs
- Understanding organizational structures, procedures and decision-making processes
- Anticipating possible obstacles
- Project management, the team spirit, a sense of service
- Pitfalls to be avoided

#### 3. Successful meetings and negotiations with Angolans

- Long term preparations
- Identifying decision makers
- The special characteristics of Angolan contracts and their implications
- Organizing the post-negotiation phase

#### 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