

# Living and working in Botswana



## Target audience

Employees preparing for an assignment in Botswana and their partners



## Prerequisite

No prerequisite



## Objectives

This seminar aims at significantly improving the ability of the participants to **meet the challenges of living and working abroad**. The objective is to enable them to identify the stumbling blocks that lie ahead and to be able to adapt and integrate in Botswana. At the end of this training, participants will have acquired insights and techniques to:

- Be aware of their own cultural baggage
- Understand Botswana context and culture
- Analyze situations in which misunderstandings may arise and identify ways of communicating more effectively
- Reduce and manage the symptoms of culture shock
- Understand Botswana mindset, work practices, decision-making processes and negotiating styles of the Botswana
- Strike the right balance between personal et professional lives



## 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 : SUCCESSFUL PERSONAL INTEGRATION IN BOTSWANA

#### 1. Cross-cultural awareness : the key to a successful expatriation

- Taking stock of one's own cultural baggage
- Culture shock and the integration process
- Identifying and going beyond cultural stereotypes

#### 2. Key aspects of Botswana culture

- A desert region within the Kalahari area
- A multi-confessional but chiefly Christian country
- A tribal and multi-ethnic society
- The impact of British colonization
- A fragile economy

#### 3. Botswana values and behaviour patterns

- A patriarchal society
- A sense of identity: the subsumption of ethnic divisions
- Tolerance and moderation
- Timidity and restraint
- Respect for the elder
- The value attached to status and qualifications

#### 4. Practical day-to-day information

- Focus on the host town or city
- Transport, administration, housing
- Security, hygiene, healthcare, the scourge of AIDS
- Social life, leisure activities
- Schools, extracurricular activities, sport

### MODULE 2 : SUCCESSFUL PROFESSIONAL INTEGRATION IN BOTSWANA

#### 1. The corporate world in Botswana

- Companies with a clear hierarchical structure, but nevertheless attentive to their staff
- Formality and discipline
- The great importance attached to reliability and productivity
- The role of national and local authorities

#### 2. Effective communication with the Botswana

- Formal greetings
- Characteristics specific to certain ethnic groups
- The meaning of silence and tone during implicit communication
- English, setswana and dialects

#### 3. Working with Botswana teams

- Observation and application
- Building trust and confidence: flexibility and accessibility
- Key qualities: experience, willingness to listen and simplicity
- Encouraging and enhancing individual and collective qualities

#### 4. Successful meetings and negotiations with the Botswana

- Behaving in a sincere, reasonable and friendly manner
- The importance of socializing outside work
- Patience and perseverance
- Written contracts, their interpretation and implications

#### 5. Final handy tips

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