

Living and working in Burkina Faso



Target audience

Employees preparing for an assignment in Burkina Faso 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 Burkina Faso. At the end of this training, participants will have acquired the necessary skills to:

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



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 BURKINA FASO

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 Burkinabe culture

- A West African enclave state, "The land of upstanding men"
- A young, large and multiethnic population
- Upper Volta during the days of the French empire
- The challenges of independence and democracy
- A fragile and chiefly agricultural economy

3. Burkinabe values and behaviour patterns

- A male-dominated society
- The family: a vital cornerstone of society
- Religion in a secular environment
- A relative approach to time
- Careful attention paid to appearances
- Hierarchy and social classes within Mossi culture
- The group takes precedence over the individual
- A rejection of envy and jealousy
- Restraint and self control

4. Practical day to day information

- Focus on the host town or city
- Transport, administration, housing, security, hygiene and healthcare
- Social life, leisure activities, schools, extracurricular activities, sport

MODULE 2 : SUCCESSFUL PROFESSIONAL INTEGRATION IN BURKINA FASO

1. The Burkinabe corporate world

- Respect for hierarchies and authority
- The collective aspect of productivity
- Personal commitment and a fear of failure
- The role of the state and the authorities

2. Effective communication with Burkinabe

- The importance of greetings
- Maintaining neutrality: remaining above the fray
- The importance of mediators and networks
- The French language spoken in Burkina and local languages

3. Working with Burkinabe teams

- Effective management: consensus and expertise
- Building trust and confidence: establishing your credibility and reputation
- Overcoming passive resistance
- Recruitment, loyalty building, training, passing on knowledge
- Motivation, delegation, providing feedback and praise, conflict resolution

4. Successful meetings and negotiations with Burkinabe

- Building trust and confidence: giving relationships that personal touch
- Identifying decision makers
- Restraint and subtlety: learning to be patient
- Written contracts, their interpretation and implications

5. Final handy tips

- Caution, patience and humility
- Social standards, gifts, business cards, dress code, etc
- Sensitive subjects: politics, history, religion