

Living and working in Djibouti



Target audience

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

- Be aware of their own cultural baggage
- Understand Djiboutian 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 Djiboutian mindset, different 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 DJIBOUTI

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 Djiboutian culture

- The Land of the Brave: a strategic micro-state in the Horn of Africa
- Afars, Somalis, Arabs and Chamites : a multi-ethnic population
- A proud, age-old civilization and heritage
- Colonization, famines and civil war: stability after a turbulent past
- A trade-based economy

3. Djiboutian values and behaviour patterns

- An emerging national identity and the persistence of ethnic issues
- A patriarchal social structure based on tribal and rural traditions
- Islamic fervour
- An adaptable approach to time and space
- Pride and a sense of honour
- Respect for age and status: the role played by the ugaz
- Music, dance and qat: festive gatherings

4. Practical day to day information

- Focus on the host town
- Transport, administration, housing, security and healthcare
- A difficult health and hygiene situation
- Social life, leisure activities
- Schools, extracurricular activities, sport

MODULE 2 : SUCCESSFUL PROFESSIONAL INTEGRATION IN DJIBOUTI

1. The Djiboutian corporate world

- Family-based, state-owned and international businesses: separate organizations, separate realities
- Work and professional status as indicators of social rank
- The role of migrants and the impact of unemployment
- The state and the authorities: major employers

2. Effective communication with the Djiboutians

- Networking and reputation: the emphasis on verbal communication
- The importance of greetings and *small-talk*
- Deciphering gestures and non-verbal communication
- French, Arabic and local languages

3. Working with Djiboutian teams

- Effective management: leadership, experience and a willingness to listen
- Encouraging cohesion and harmony
- Ironing out and minimizing differences to forge a genuine group spirit
- Proposing, listening, deciding and supervising

4. Successful meetings and negotiations with the Djiboutians

- Building trust and confidence: adding that personal touch to cement long-term relationships
- Responsiveness, adaptability and availability
- The subtle art of negotiation

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