

Living and working in Gabon



Target audience

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

- Be aware of their own cultural baggage
- Understand Gabonese 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 Gabonese mindset, work practices, decision-making processes and negotiating styles
- Strike the right balance between personal et 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 GABON

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 Gabonese culture

- An equatorial country of sub-Saharan Africa
- A young, large, multiethnic population
- The impact of French colonization
- The challenges posed by independence and democracy
- Oil: a precious windfall which has attracted numerous other countries
- The economic ambitions of a tightly run state

3. Gabonese values and behaviour patterns

- A male-dominated society
- The family: the cornerstone of Gabonese society
- The presence of religion in a secular environment
- A relative view of time
- Hierarchy and social classes
- The group and the community takes precedence over the individual
- Pride in one's identity and sense of honor

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 GABON

1. The Gabonese corporate world

- A respect for hierarchies and authority
- The collective aspects of productivity
- Personal commitment and a fear of failure
- The influence of politics on the country's economic and business life

2. Effective communication with the Gabonese

- A direct communication style
- Deciphering unspoken messages
- The importance of mediators and networking
- The French language and local dialects

3. Working with Gabonese teams

- Say what you mean and do what you say
- Supervising staff and giving praise where praise is due
- Encouraging feedback
- Dealing with sensitive and touchy people

4. Successful meetings and negotiations with the Gabonese

- Giving relationships that personal touch: humility and subtlety
- Patience, perseverance and coherence
- Self expression: frankness and honesty
- 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