

# Working with Ghana

## Target audience

Company managers and staff working and dealing with the Ghanaians

## Prerequisite

No prerequisite

## Objectives

The aim of this seminar is to significantly improve the participants' effectiveness in their professional relationships with the Gabonese, 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 Gabonese context and the culture
- Analyze possible situations in which misunderstandings may arise and identify ways of communicating
- Reduce stress and misunderstandings
- Decipher and understand Gabonese 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 Ghanaian culture

- A relatively stable member state of the Commonwealth
- The impact of British colonization
- A multiethnic and tribal society
- A complex political situation

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

- The importance of patriarchal values
- Looking beyond the stereotypes: The role of Ghanaian women
- The huge importance attached to private life
- An intrinsically hierarchical society
- The contrasts between rural and urban life
- The importance of religion
- A haphazard view of time
- Irony and teasing
- A rather fatalistic mindset

#### 4. The Ghanaian corporate world

- A paternalistic company structure
- A high degree of formality
- A tradition of professional comradeship and fraternity

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

#### 1. Effective communication with the Ghanaians

- The importance of interpersonal relationships and networking
- The extensive use of gestural and non-verbal communication
- The deceptive ease of explicit communication
- English, dialects, and the selection of an interpreter

#### 2. Adapting your working methods

- Goodwill, an open mind and charisma
- Being firm but fair
- Supervising, explaining and understanding
- Encouraging personal and collective success
- Pitfalls to be avoided

#### 3. Successful meetings and negotiations with the Ghanaians

- Ensuring flexibility and coherence
- Creating a climate of trust
- Socializing outside working hours
- Attitudes to contracts and their implications

#### 4. Final handy tips

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