

Living and working in Madagascar

Target audience

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

- Be aware of their own cultural baggage
- Understand Madagascar 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 Madagascar 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 MADAGASCAR

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 Madagascar culture

- An island state at the intersection of the Indian and African regions
- A young, multiethnic population
- The "plateaux" and the "coastal strips"
- The impact of French colonization
- An economy in need of reconstruction
- A society battling with poverty

3. Madagascar values and behaviour patterns

- The *fihavanana* or the "pact of social belonging"
- The importance of ethnic origin and lineage
- A cosmogonical vision of time
- *Razana* or the cult of the ancestors
- Social standing based on age, status and gender
- The family and the community: an all-important collective focus

4. Practical day-to-day information

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

MODULE 2 : SUCCESSFUL PROFESSIONAL INTEGRATION IN MADAGASCAR

1. The Madagascar corporate world

- The influence of traditional values on business
- A clear hierarchy
- Unemployment as a key factor
- The role of the state and the authorities
- The role of national and local authorities

2. Effective communication with the Madagascar

- Madagascar, French and twenty dialects
- Deciphering non-verbal communication and ethnic subtleties
- Communication styles and methods

3. Working with Madagascar teams

- Effective management: giving recognition,encouraging responsibility
- Forging a bond: *firasan-kina*
- The *moramora* or the tendency to choose the option requiring the least effort
- Getting everyone involved: a sense of effort, reward and commitment

4. Successful meetings and negotiations with the Madagascans

- *Lahatra and anjara*: getting the most from fate and luck
- Identifying decision-makers
- Time and deadline management
- 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