

Living and working in Uganda

Target audience

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

- Be aware of their own cultural baggage
- Understand Ugandan context and culture
- Analyse situations in which misunderstandings may arise and identify ways of communicating more effectively
- Reduce and manage the symptoms of culture shock
- Understand Ugandan mindset, different 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 UGANDA

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 Ugandan culture

- A multi-ethnic state in the heart of Africa's Great Lakes region
- The painful scars of a troubled past
- Relative stability in a turbulent region
- The slow progress of a liberalized economy

3. Ugandan values and behaviour patterns

- Openness, hospitality and curiosity
- A persistent and well-rooted patriarchal system
- The family and community: two solid bedrocks
- The importance attached to appearances
- A flexible view of time
- Respect for status and hierarchy
- Calmness, prudence and self-control

4. Practical day-to-day information

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

MODULE 2 : SUCCESSFUL PROFESSIONAL INTEGRATION IN UGANDA

1. The Ugandan corporate world

- Vertical decision-making processes within a strictly regulated corporate environment
- Encouraging discipline and formality in work
- Privilege, nepotism, favouritism and corruption
- The role played by the state and by international investments

2. Effective communication with the Ugandans

- The importance of greetings and small talk
- A communication style based on nuance and implicit messages
- Making the most of networks and networking by carefully cultivating your reputation
- Ugandan English, Swahili and the role of the interpreter

3. Working with Ugandan teams

- Effective management: simplicity, adaptability and leadership
- Listening, hearing and understanding
- Striking the right balance between firmness and kindness
- Giving relationships that personal touch in order to promote mutual trust and confidence

4. Successful meetings and negotiations with the Ugandans

- Planning, anticipating and convincing: the need for effective preparation
- Paying attention to presentation as well as content
- Honesty and transparency: building a reliable long-term partnership
- Written contracts, their interpretation and implications

5. Final handy tips

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