

Living and working in Cambodia



Target audience

Employees preparing for an assignment in Cambodia 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 in Cambodia. The objective is to enable them to identify the stumbling blocks that lie ahead and to be able to adapt and integrate in Cambodia. At the end of this training, participants will have acquired the skills to:

- Be aware of their own cultural baggage
- Understand Cambodian 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 Cambodian 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 CAMBODIA

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 Cambodian culture

- A kingdom in Southeast Asia, located in the Gulf of Thailand
- Khmers, Thais, Chinese and Vietnamese: a multi-ethnic population
- An ancient, unique and proud civilization
- Colonization, the Khmer rouge and the dictatorship: the painful scars of a turbulent past
- A fragile agrarian economy

3. Cambodian values and behaviour patterns

- Royalist devotion and Buddhist fervour
- A highly stratified society with gender-specific differences
- Respect for age, status and authority
- Attachment to the land and to one's origins
- Consistency, discipline, reservation and affability
- The importance attached to appearances
- A relatively adaptable approach to time

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 Cambodia

1. The Cambodian corporate world

- Keys to understanding how companies operate in the host country
- Differences in working methods and the notion of quality
- The marketplace, employment and staff turnover
- The role of national and local authorities

2. Effective communication with the Cambodians

- Networking and a good reputation: two vital aspects
- The importance of greetings: the correct use of titles
- Gestural and implicit communication
- Business English, Khmer and Chinese: learning the language and using interpreters

3. Working with Cambodian teams

- The key qualities of a manager: experience, qualifications and leadership
- Effective management: a willingness to listen, guidance and support
- Building trust and confidence: socializing outside working hours
- Encouraging dialogue and feedback: questioning, requesting and reformulating

4. Successful meetings and negotiations with the Cambodians

- Successful dialogue: sociability, respect and sincerity
- *Small-talk* and attentiveness: building and maintaining relationships
- Proposing, suggesting and reacting: negotiation as an art and as a game
- 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