

Living and working in Kazakhstan



Target audience

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

- Be aware of their own cultural baggage
- Understand Kazakh 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 Kazakh mindset, 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 KAZAKHSTAN

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 Kazakh culture

- A Central Asian nation located at a meeting point between numerous civilizations
- A multiethnic society
- The heritage of the nation's Soviet past
- An ancestral civilization with a strong spoken and Islamic tradition
- An economy in the process of restructuring

3. Kazakh values and behaviour patterns

- A mixture of Slavic and Asian values
- A deep sense of national pride
- Widening social inequalities
- A refined sense of humour
- A communal tradition
- The importance of appearances
- A flexible approach to time

4. Practical day-to-day information in Kazakhstan

- 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 KAZAKHSTAN

1. The Kazakh corporate world

- The continued existence of Soviet practices and procedures
- Rigor and discipline
- A fast-changing, market economy
- The role of national and local authorities

2. Effective communication with the Kazakhs

- Paying careful attention to formalities and greetings
- A communication style based on a combination of reserve and subtlety
- The importance of networking
- All the complexity of a multilingual nation

3. Working with Kazakh teams

- Effective management: charisma, professionalism and inventiveness
- Getting to know people well in order to boost their output
- Open-mindedness and accessibility
- Supervising, organizing and inspiring

4. Successful meetings and negotiations with the Kazakhs

- Building trust and confidence: reliability and straight talking
- The importance of socializing outside work
- 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