

Living and working in Albania

Target audience

Employees preparing for an assignment in Albania 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 Albania. At the end of this training, participants will have acquired insights and techniques to:

- Be aware of their own cultural baggage
- Understand Albanian 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 Albanian mindset, different work practices, decision-making processes and negotiating styles
- Strike the right balance between personal et professional lives

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 ALBANIA

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 Albanian Culture

- A Balkan nation situated at the gateway to Europe
- The impact of regional conflicts
- A fragile economy currently in a state of transition
- A delicate political situation

3. Albanian values and behaviour patterns

- Family and heritage-related values
- A people known for their warmth and hospitality
- The value of friendship and education
- Honour and pride in identity
- Prudence and moderation
- The importance attached to appearance
- An adaptable approach to time
- The importance of qualifications and status

4. Practical day-to-day information in Albania

- 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 ALBANIA

1. The Albanian corporate world

- The continued existence of Soviet-style organisational methods
- Considerable value attached to age and experience
- Commitment and determination
- Subordination to management processes

2. Effective communication with the Albanians

- Smiles, greetings and social etiquette
- Deciphering non-verbal communication
- Learning Albanian: a great advantage for business

3. Working with Albanian teams

- Effective management: empathy, productivity and leadership
- Building trust and confidence: an open mind, skill and precision
- Taking account of others' opinions
- Facilitating promotion and progress
- Encouraging cooperation and a genuine group culture

4. Successful meetings and negotiations with the Albanians

- Cordiality and precision
- Identifying the most suitable channels
- Anticipating possible logistical problems
- 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