

Working with Germany



Target audience

Professionals who work with Germany



Prerequisite

No prerequisite



Objectives

Significantly increase participants' effectiveness in their professional relations with people from Germany

At the end of the training, they will have keys to:

- Adopt an intercultural approach
- Understand the context and culture of Germany
- Decipher cultural codes and analyze situations of incomprehension
- Adapt their communication and working methods
- Decode decision-making and negotiation processes



Added value

- Conducted by an expert consultant specialized on Germany
- Decryption of the Nomad' Profile
- Alternating theory and practical exercises
- Access to Digital Learning for one year
- Sharing of best practices and individual 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 !



Public Courses

Next available sessions

Duration: 7 hours



September 26, 2024, Paris

1 010 €HT/pers.* Training session held in



November 25, 2024, remote session

950 €HT/pers. Training session held in

* (Technical fees and lunch included)

PROGRAMME OUTLINE

Step 1: E-learning

ADOPTING AN INTERCULTURAL APPROACH

- Specify your context and expectations
- Become aware of cultural filters
- Discover your cultural profile

Step 2: Group training session

UNDERSTANDING GERMAN CULTURAL CODES

Discovering the cultural basics of Germany

- Regionalism, federalism, their place in Europe
- The Protestant Reformation and ethics
- Demographic evolution
- Importance of ecology

Understanding German values

- Adherence to rules and schedules
- Search for stability, caution in the face of risk
- *Gemütlichkeit* or "well-being" the German way
- *Mitbestimmung* or German-style group decision making

OPTIMIZE YOUR PROFESSIONAL ACTION WITH GERMANS

Communicating with Germans

- Respect the German language to strengthen relations
- Communicate explicitly, directly and frankly
- Converse using detailed facts

Adapting work methods

- Build trust: respect for rank and listening skills
- Perform well: expertise, accuracy and precision
- Adopt a participative management style, master the meaning of team and the delegation
- Time management: planning, partitioning, precision

Conducting successful meetings and negotiations with Germans

- Understand the decision-making process: valuing experts, following the steps
- Manage conflicts: mediation, dialogue, decision
- Know the role of the unions and the Betriebsrat
- Draft a detailed written contract

Adopting best practices

- Recognize key principles
- Avoid pitfalls, mistakes and misunderstandings
- Create a tailor-made action plan

Step 3 : E-learning to go further

EXPLORE COUNTRY PACKS

Developing your knowledge of the country

- Cultural guidelines
- Business Life
- Overview