

# Living and working in Montenegro

## Target audience

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

- Be aware of their own cultural baggage
- Understand Montenegrin 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 Montenegrin mindset, 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 PERSONNAL INTEGRATION IN MONTENEGRIN

#### 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 Montenegrin culture

- The Yugoslav heritage, proximity to neighbouring Serbia
- The democratic process
- The social and political situation. The economic environment
- The educational system

#### 3. Montenegrin values and behaviour patterns

- The importance of traditions, the orthodox religion
- The chiefly domestic role of Montenegrin women
- *Slava*, family values and nationalism
- "Balkan time": a flexible view of time
- Pride, sensitivity, humour
- Direct and expressive communication
- Great care and attention paid to appearances
- A respect for qualifications and status
- Performance is highly valued

#### 4. Practical day-to-day information

- 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 PROFESSIONNAL INTEGRATION IN MONTENEGRO

#### 1. The Montenegrin corporate world

- The privatisation process, foreign investments
- The market, employment, salaries, corruption
- The importance of the public sector, the Soviet heritage
- A clear hierarchy but collective decision-making
- A sense of effort and performance

#### 2. Effective communication with the Montenegrins

- First impressions: the first meeting is a decisive moment
- An expressive use of body language
- Information flows. Networking
- The working language: the role of the interpreter

#### 3. Working with Montenegrin teams

- Effective management: leadership and availability
- Acting coherently: being firm, clear and frank
- Creating a friendly working environment, dealing with touchy and sensitive people
- Making the most of personal ambitions: recognition and promotion

#### 4. Successful meetings and negotiations with the Montenegrins

- Building trust and confidence: discipline and formality
- Successful networking, identifying decision-makers
- 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