

# Living and working in Portugal

## Target audience

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

- Be aware of their own cultural baggage
- Understand Portuguese 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 Portuguese 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 PORTUGAL

#### 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 Portuguese culture

- A southern European nation
- Historical heritage: an ancient and prestigious civilisation
- A strong sense of national identity
- A multicultural and devoutly Catholic society

#### 3. Portuguese values and behaviour patterns

- Hospitality and tolerance
- The family as a social bedrock
- A patriarchal culture
- A sense of humour and a flair for derision
- Open displays of emotion
- The prestige associated with diplomas and status
- A flexible view of time
- A class-based society

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

- 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 PORTUGUESE

#### 1. The Portuguese corporate world

- A hierarchical and procedural organisational structure
- A tradition of doggedness and devotion
- A high level of formality
- The role of national and local authorities

#### 2. Effective communication with the Portuguese

- The importance of personal relationships
- Extroversion and frankness
- Gestural and implicit communication
- The advantages of learning Portuguese

#### 3. Working with Portuguese teams

- Effective management: leadership, attention and an open mind
- Building trust and confidence: discipline and professionalism
- Optimising the working environment in order to boost efficiency
- Respecting other people's opinions

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

- Building trust and confidence in dealings with others
- Acting sincerely and explicitly
- Assessing the value of time
- 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