

# Working with Russia



## Target audience

Professionals who work with Russia



## Prerequisite

No prerequisite



## Objectives

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

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

- Adopt an intercultural approach
- Understand the context and culture of Russia
- 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 Russia
- 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 12, 2024, Paris

1 010 €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 RUSSIAN CULTURAL CODES

##### Discovering the cultural basics of Russia

- The Russian Federation: central power, republics and regions
- From the Tsars to the Soviet period to the market economy
- The heritage and influence of Orthodoxy, the competition of other beliefs
- The 4 major challenges of Russia today

##### Understanding Russian values

- Collectivism, individualism and hospitality
- The Slavic imprint, the new values
- Social classes, oligarchs, apparatchiks, Chekists...
- The Russian spirit and its mysteries

#### OPTIMIZE YOUR PROFESSIONAL ACTION WITH RUSSIANS

##### Communicating with Russians

- Understand the implicit: *Da, Niet* and their hidden meanings
- Pay attention to details: birthdays, gifts and holidays
- Relationships with foreigners, topics of conversation, humor
- The circulation of information, networks

##### Adapting work methods

- A bureaucratic and Soviet base: the reliance on procedures
- Management methods, importance of hierarchy
- Individual and collective responsibility
- Risk-taking and low initiative: a paradox?

##### Conducting successful meetings and negotiations with Russians

- Know how decisions are made, the importance of personal relationships
- Bureaucracy and negotiation with the authorities
- Trust over contracts
- The importance of *krisha*, learning to compromise

##### 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