# **Working with Russia**

Target audience

Professionals who work with Russia

Prerequisite

No prerequisite

Objectives

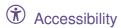
Significantly increase participants' effectiveness in their professional relations with people from Russia

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



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!



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

