

International Manager Program

This is a program ideally suited for project team members working in international teams or junior executives preparing for their first assignment abroad.

Context and Framework

The preparation in three specific areas for a foreign assignment or for participating in an international team are the focal themes of this seminar: Culture/Communication, Market conditions, Collaboration with HQ/ Daily business in working abroad. Their purpose: to ensure that costly corporate assets are deployed effectively and lead to relevant outcomes for the organization. A first foreign assignment can turn into an expensive exercise in many different ways. It is not uncommon that people prematurely leave their posting abroad, or that they are unsuccessful, or, even worse, that they experience failure in their careers. In most cases, it is simply the fact that there are few if any rewards or returns for the hosting parent company and a hefty bill to foot. The seminar sets a foundation for staff to adequately prepare themselves for an assignment: they are made fully aware of what awaits them, they are equipped with essential tools, and they understand the risks they will be exposed to. The 3-day 'International Manager Program' substantially reduces the risks of early termination and failure, and increases the productivity outcomes of sending juniors on an assignment abroad or putting inexperienced personnel into international teams. Furthermore, a test is deployed prior to the seminar which enables the seminar trainer to address the specific needs of each participant individually.

Topics

Day 1: Appreciating the assignment context

- > Typical challenges of a foreign assignment or working in an international team
- > Intercultural management – Real life cases
- > Communication redefined
- > Your Profile – Potential Weaknesses and strengths for a foreign assignment / international team work

Day 2: Market and Conditions

- > Understanding the target country / target country team members – what you should know
- > Relevant regulatory facts and issues for foreigners
- > Specific market conditions
- > Living in the target market
- > Sources of conflict and how to manage them
- > Improving your own performance

Day 3: Collaboration and the 9 to 5 job abroad

- > Special role of the 'expatriate'
- > Temporary (project) role versus permanent job role
- > Finding a mentor: Methods from anthropological research
- > Positioning yourself successfully in a team abroad
- > Maintaining contact with HR at home and your former department
- > Preparing your return

Contact

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