



“ Having time to reflect on my two years on assignment in India, and to do it in a safe environment, was very valuable. The facilitator pushed me to access thoughts and review experiences that will shape the next steps of my career and my life. ”

— Janet, Expat HR leader returning to US from India

## Capitalizing on the International Assignment: The Repatriation Challenge

The goal of this personalized learning experience is to help repatriating employees and their families successfully adjust and assimilate into work and life in their home country. Repatriation is frequently more frustrating an experience than expatriation. Finding a way to transfer the knowledge and experience employees gain abroad is a key challenge for global organizations. Often, the employer and colleagues don't know how to leverage the expatriates' experiences. We address these challenges with expert advice, action planning and strategy creation to develop an in-depth and realistic understanding of what the employee and family can expect upon return to their home country and throughout the reentry process.

### AUDIENCE

Repatriates returning to their home country after an international assignment.

### MAXIMUM CLASS SIZE

Employee + partner or spouse where applicable

### LEARNING OBJECTIVES

- Understand the reality and the challenges of working in virtual and global teams
- Examine the role culture and diverse work styles play in virtual collaboration
- Learn how to use proven best practices and the Culture Calculator to improve communication and relationship building within dispersed teams
- Begin applying these learnings to specific, real-life work challenges

### DELIVERY OPTIONS

- PowerLearn: 2 Virtual Sessions (Part I: 45 minutes, Part II: 90 minutes)
- Half-day (3 – 4 hours)
- Full-day (6 – 7 hours)

### CULTUREWIZARD PRE-WORK

- Culture Calculator Self-Assessment
  - Participants discover their personal cultural background across 8 dimensions of culture and learn how to bridge unique cultural and leadership gaps with 160 countries.

### CULTUREWIZARD POST-WORK

- Adjustment Cycle Wizard
  - A brief video course explaining the adjustment process and culture shock along with strategies to mitigate the negative impacts of international relocation.
- International Move Scheduler
  - This handy tool allows assignees and their families to create customized schedules that organize the dozens of personal and professional tasks to complete in preparation for international relocation.
- CultureWizard App
  - Use your smartphone to call up critical insights from 160 Country Profiles, your personal cultural profile and a wealth of knowledge from our extensive Media Library.