

Capitalizing on the International Assignment: The Repatriation Challenge



ARRIVAL



This intimate learning experience helps repatriating employees successfully adjust and assimilate into work and life in their home country. Repatriation is frequently more frustrating an experience than expatriation, and finding a way to transfer the knowledge and experience gained abroad is a key challenge, especially when the company and colleagues don't know how to leverage expats and their experiences. We address these challenges with expert advice, action planning and strategy creation to develop an in-depth and realistic understanding of what to expect upon return and throughout the reentry process.

LEARNING OBJECTIVES:

- **Discuss and debrief** the international assignment experience and prepare for what life will be like in the home country
- **Explore the employee's role** in the home organization and how to leverage their experience and skills developed abroad
- **Create strategies to overcome re-entry shock** and adjust to life in the home country
- **Use RW3's Intercultural Awareness Model (ICAM)** as a roadmap to understand and resolve challenges at work and in everyday life

AUDIENCE:

Repatriates returning to their home country after an international assignment.

MAXIMUM CLASS SIZE:

Employee + partner or spouse

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 eight dimensions of culture and learn how to bridge unique cultural gaps with over 155 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 over 155 Country Profiles, your personal cultural profile and a wealth of knowledge from our extensive Media Library.

TESTIMONIAL:

“ Having time to reflect on my 2 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