

## Fit for Germany

<b>Language:</b>	English
<b>Target Group:</b>	International Staff of <b>[company]</b> , preferably within the first year after their arrival in Germany.
<b>Objectives:</b>	<ul style="list-style-type: none"> <li>• You understand the <b>impact of culture</b> on communication and cooperation</li> <li>• You know the difference between <b>discrimination</b> and cultural difference</li> <li>• You deepen your knowledge about Germany and German <b>business culture</b></li> <li>• You know <b>typical issues</b> and <b>helpful strategies</b> when cooperating with your colleagues at <b>[company]</b></li> <li>• You share and reflect your <b>personal experiences</b> in Germany</li> <li>• You explore <b>your resources</b> in dealing with the demands of a new environment</li> <li>• You develop <b>strategies that help</b> getting the most out of your stay in Germany</li> </ul>
<b>Content:</b>	<ul style="list-style-type: none"> <li>• <b>Understanding German Colleagues:</b> What is typical behaviour? What are appropriate reactions?</li> <li>• <b>Decoding Messages from German Colleagues:</b> The 4-Ears-Model</li> <li>• <b>Getting to know Germany:</b> Facts and Figures on History, Contemporary Issues, Regional Differences, Science Culture</li> <li>• <b>What is Culture?</b> Culture and Neuro-cognition</li> <li>• <b>Knowing yourself:</b> What is cultural about myself?</li> <li>• <b>Avoiding Bias:</b> The CPS-Model</li> <li>• <b>Culture Shock:</b> Coping Strategies</li> </ul>

<b>Methods:</b>	In order to prioritise and adapt the contents to the specific needs of the participants, they will be contacted via e-mail preceding the course. The following methods may be applied:  <b>Trainer-Input, Group-Work, Plenary Sessions, Presentations, Film-Clips, Questionnaires, Critical Incidents, Simulations, Competitions, Language Games, Handouts, Lessons learned</b>
<b>Duration:</b>	2 days

*This proposal is based on telephone conversations and email exchange between **[HR representative]** and Matthieu Kollig (Director and Senior Consultant, GlobalPilots). Please note that it is a first draft. We hope it meets your high expectations and we are ready to adapt it further according to your feedback. Thank you for your interest in cooperating with us!*

*Matthieu Kollig,  
**Global Pilots***