

THE WORLD OF **AT**Consult

THE PRE-TRAININGS



Experts in International Business Development

ATConsult






ATCONSULT

THE AUSTRIAN TRADE & CONSULTING GROUP

ATConsult is a global consulting firm with more than 10 years of experience in various markets. With its headquarters in **Vienna** and **New York**, and together with strategic partners in **China** (Beijing, Shanghai, Shenzhen and Hong Kong), **India** (Chennai, New Delhi and Mumbai) and **Singapore**, **ATConsult** is a truly global network, which stands out among its competitors due to its extensive world-wide experience, expertise and specific know-how of diverse markets. Through its unique network **ATConsult** can offer top consulting and training services to companies worldwide.

ATConsult has been the partner of many Austrian and international companies on their way to foreign markets – we possess extensive knowledge particularly in the following areas:

-  INTERNATIONAL MANAGEMENT CONSULTING
-  CROSS-CULTURAL MANAGEMENT SERVICES
-  MATCHMAKING SERVICES

We are proud of our references (Selection):

Austrian Business Agency (ABA) | AT&S | Audi | Austria Tabak | Bundesministerium für Wirtschaft und Arbeit | Campus02 | Carl Duisberg Centren (CDC) | Continental | European Commission | Frauenthal | Linnemann Schnetzer | Lufthansa | MCI | OMV | Pharmacia | Schwarz & Rohde | Styria Federn | Voest Alpine | Volkswagen | Zizala Lichtsysteme ZKW | Wirtschaftskammer Österreich | Wirtschaftsuniversität Wien

ATConsult

...the art of intercultural training

THE PRE-TRAINING SERVICES

The advantage of the **ATConsult Intercultural Training** is that you do not get a standardized solution, but rather one that is adapted to your business culture and target markets. The Pre-Training Services of **ATConsult** convey to the participants of all hierarchy levels the required intercultural know-how in:

Modul 1

Pre-Selection of Executives or Employees for Foreign Assignments

SELECTION OF FUTURE EXPATRIATES

Modul 2

Pre-Departure Trainings

PREPARATION FOR FOREIGN ASSIGNMENTS

Modul 3

Pre-Paration for Intercultural Teamwork

EFFICIENT OPERATION OF INTERCULTURAL TEAMS

Modul 4

Pre-Emptive Intercultural Mediation and Conflict Resolution

CROSS-CULTURAL CONFLICT RESOLUTION

Intercultural and Export Training is currently offered for a variety of markets, such as the Arabic countries, the CEE, China, Germany, Hungary, India, Iran, Japan, Korea, Poland, Russia, Singapore, Czech Republic, Turkey and the USA. For other countries please feel free to contact us!

ATConsult cares about your business!

FLEXIBLE

CUSTOMIZED

EFFICIENT

ATConsult

PRE-SELECTION

OF EXECUTIVES OR EMPLOYEES FOR FOREIGN ASSIGNMENTS

- YOU HAVE already sent an expatriate and now want to search for another employee willing to work abroad,
- YOU NEED a replacement for the returning expatriate,
- YOU REQUIRE an appropriate personnel review (Criteria-Check-List) for foreign assignments and hands-on support during the entire selection process,
- YOU NEED to create or modify a complete compensation package for international assignees, which can help you secure the satisfaction of your future expatriates,
- YOU ARE going to receive the necessary knowledge and practical tools to fulfill these requirements – thanks to our top experts in the area of International Human Resource Management.

THANKS TO AN EXCEPTIONAL BACKGROUND OF OUR TRAINERS, WHO POSSESS MUCH EXPERIENCE IN BOTH ACADEMIA AND PRACTICE, THE LATEST RESULTS OF THE MOST RECENT EMPIRICAL STUDIES IN THIS FIELD – ADAPTED TO YOUR INDUSTRY SPECIFICS – ARE AT YOUR DISPOSAL.

PRE-DEPARTURE TRAINING SERVICES

Prior to a foreign assignment, it is important to become familiarized with the concept of culture and its applications in many different situations. In this module

- ✓ THE MANY facets of culture will be discussed,
- ✓ DIMENSIONS of culture, cultural standards, and other underlying information will be presented and examined,
- ✓ CULTURAL differences and their impact on management will be reflected upon,
- ✓ METHODS of intercultural leadership and communication for a particular target market will be pointed out,
- ✓ INTERCULTURAL aspects of a foreign assignment will be discussed,
- ✓ THE SUBJECT matter of career opportunities and their implications will be presented and explained.

Role-playing, practical examples and situation analysis shall help the participants to learn basics and application techniques of Intercultural Management, Intercultural Leadership and Communication, as well as Do's and Don'ts of a particular culture.

WE WILL PREPARE YOU FOR YOUR FOREIGN ASSIGNMENT!

PRE-PARATION

OF EXECUTIVES OR EMPLOYEES FOR FOREIGN ASSIGNMENTS

In accordance with the 5-Life-Cycle of team building, the participants first experience the phase of group building. Thus they shall understand how group dynamics work, how to benefit from the strengths and weaknesses of team members, and how to exchange and utilize important aspects of knowledge.

Then, the specifics of working in culturally mixed groups in a multicultural context will be revealed by means of case studies and role-plays, as well as with the help of joint group exercises.

The practice of trial-and-error and the exchange of experience, as well as a personal critical reflection on team work have all been proven very useful in cross-national projects of our clients.

On the basis of theoretical knowledge about leadership in different cultural settings as well as intercultural communication and competence, diverse models of team work in multicultural workgroups will be presented and played out in different contexts. This will allow you to develop an adequate strategy for your particular situation.

WE HELP YOU TO ORGANIZE YOUR INTERCULTURAL TEAMWORK EFFICIENTLY!

PRE-EMPTIVE

INTERCULTURAL MEDIATION AND CONFLICT RESOLUTION

In a variety of conflicts between different cultures, multicultural teams, affiliated companies, etc., mediation has proven to be the best method which offers a possibility to solve conflicts and to accept cultural differences at the same time.

Intercultural misunderstandings can cause conflicts between employees and/or between employees and managers.

Through mediation, the so-called “Win-Win-Solution” may be realized – the one that looks after the interests of all conflict parties to the fullest extent.

With an adequate strategy, the most appropriate solution is the one that turns both fighters into winners.

WE CAN HELP YOU TO IMPROVE YOUR WORKING ATMOSPHERE!



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Naaffgasse 8, 1180 Vienna, Austria

Tel +43-1-479 46 58-35 Fax +43-1-479 33 65-37

vienna@atconsult.com www.atconsult.com