

The Intercultural Suite: Intercultural Awareness, Communication and Management

Programs and workshops by Atieh Roshan

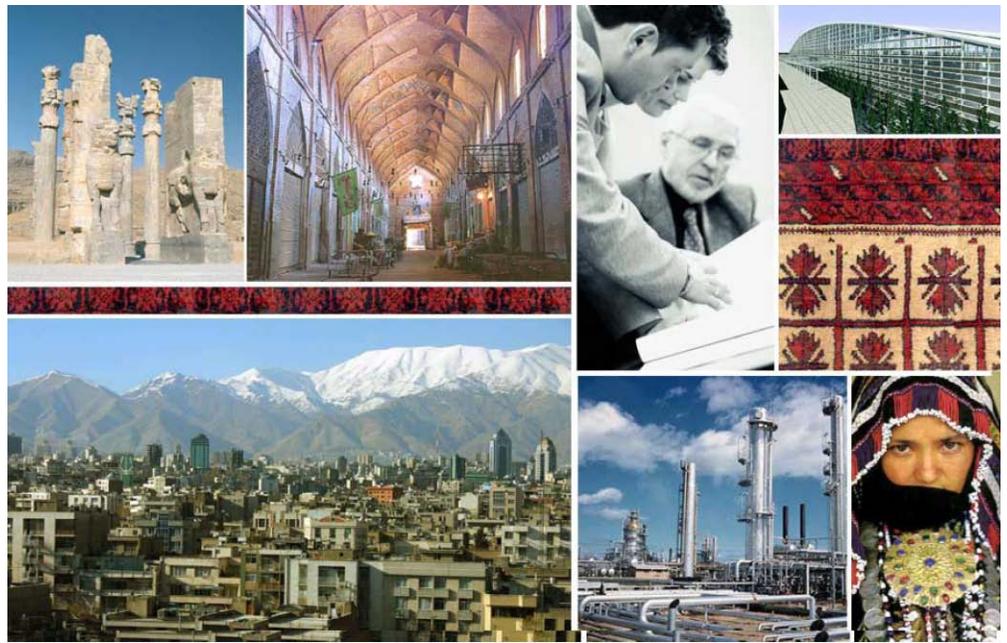
Atieh Roshan is a private HR Consulting company, active in:
Consulting
Training, Coaching and
HR Development
Research and Surveys

One of our specialist areas of training is "intercultural Awareness and Communication" aimed especially at MNCS and foreign companies, both local and foreign staff.

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In today's international and global world where multinational companies enter new and sometimes uncharted territories, culture plays an important role in how companies operate in new markets. Understanding the cultures, habits, norms, behaviors and values in different countries is seen as a success factor in a new operation. In turn, learning to manage culturally diverse teams and work groups is a constant challenge to multinationals in new countries.

Atieh Roshan Consulting offers workshops to assist multinationals and expatriate businesspeople gain a better understanding of intercultural awareness and communication in the Iranian context. The programs can be delivered for intercultural awareness, expatriate selection, intercultural coaching, working and managing Iranian staff, intercultural teambuilding and understanding negotiation styles in Iran. Audiences are diplomats, expatriates, spouses and families, and also Iranian staff and companies working with multinationals.



Workshop Outlines:

The objectives of the workshops are to facilitate better understanding and awareness of the Iranian and multinational culture, being alert and aware of cultural misconceptions, how to overcome them, how to work more effectively as teams and learn to develop and communicate with better cultural competence skills. The workshops can be delivered to different groups and audiences and are usually designed as one day programs, unless otherwise specified. Workshops can include up to 15 participants.

Some of these programs include:

Iran Culture and Society

This program is an introduction and general awareness on Iranian culture and society.

The workshop covers:

- An introduction to culture, understanding culture
- Who are these Iranians? What has shaped their identity and psyche?

The workshop examines the land, people, geography, history, society, social etiquettes, gestures, Islam, gender, dress codes, art and music, festivals and rituals, the duality of the culture, proverbs and expressions.



Working with Iranians

"How do I make my colleague feel accountable for his job?"

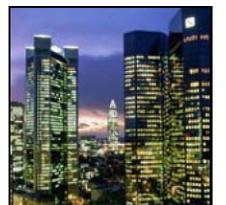
This program is instrumental in understanding the people management issues in working with Iranians; including how to manage, motivate, praise, punish and reward the workforce. The workshop covers management and communication styles, expectations of the Iranian workforce and an awareness of gender and religious differences in the workplace. Messages and their perceptions are also discussed.



Working with MNCs

"Why are these foreigners so cold and only after performance?"

The statement above, "Iran has suffered from international isolation for over two decades" is a serious matter, especially when organizations need to perform, deliver results and become a player in international and global markets. This workshop is designed to assist Iranian managers and staff better understand the multinational corporation; its management style and structure, performance drive, communication and negotiation styles. This program is aimed at Iranians working with multinationals and expatriates.



Country-specific Intercultural Courses

In order to be "international", we need the right skills - part of these skills deal with intercultural awareness about working with different cultures and peoples. The country-specific courses examine an introduction to the culture and society of a country, working with that particular culture, understanding their psyche, habits, norms and behaviors and communication styles.

Examples include: Working with Norwegians, French, British, Germans or Chinese.



Intercultural Teambuilding

A very effective and interactive workshop which brings cultures together by examining differences and similarities and finding intercultural strengths and tools for enhancing effective performance. Teambuilding is always necessary, not only with mono-cultural teams but even more so with multicultural teams. At the end of the day, staff will understand the strengths of individual and group dynamics, become more culturally aware, and will learn skills to deal better in a cross cultural environment.



Intercultural Communication

"Why do we say 'yes' when we mean no?"

If "90% of communication is non-verbal", then intercultural communication becomes even more challenging when working across languages, cultures and communication styles. This workshop is designed to examine different communication styles and to find the right organizational vocabulary and communication for each organization. This examines written and verbal, direct and indirect communication styles and use of language.



Negotiating with Iranians

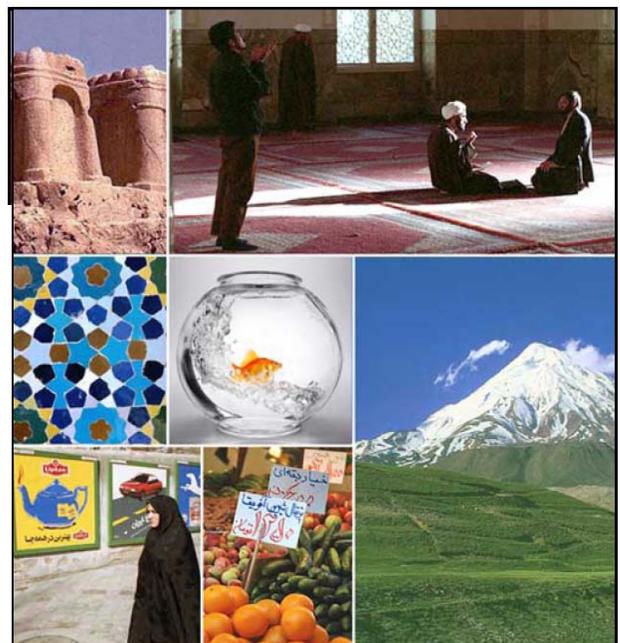
"What do you mean win-win, there is no such thing?"

One of the greatest challenges in international business is negotiating across cultures. Each culture has its own specific attitudes, style, technique and mentality of negotiating. Cultures have different understandings of win-win. This very useful and hands on course examines the Iranian negotiation style, technique and mentality to help multinationals improve their negotiation process with Iranian organizations and counterparts.



Executive Intercultural Coaching

Executive coaching is provided on a one-on-one basis by observing executives in the workplace and coaching them to improve their communication and management techniques in the Iranian context.



Intercultural Assessment Tools

Expatriation, repatriation and culture shock are costly affairs, not only to the organization but to individuals and families. In order to make the right decisions and save costs, Atieh Roshan Consulting provides expatriate assessment and selection services to help multinationals identify the right expatriate profiles to work in the Iranian context.



For further information or a meeting to discuss what workshop would suit your company need, please do not hesitate to contact Atieh Roshan.

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