



Successful International Assignments: Solutions for Expatriate Managers

Over 13 years of in-depth experience in supporting leaders working across borders. Happy to support you.

Why walk alone?

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New Perspectives!

Effective Across Borders!

You want

- ✓ to make sure you use your potential effectively
- ✓ to get the most out of your assignment
- ✓ to be better than others
- ✓ to make certain that your family/partner is „with you“
- ✓ to make sure, that your return will be a success story too.

**Easy? No. Just happens on the basis of your experience? No.
Achievable? Yes!**





or you can be faster and more effective.

Your choice!



Your company does not support you effectively?

You only get a relo package and an intercultural training? (if at all)

**You know better. Be your own leader! – get active.
We will find a solution.**

You are successful, if:

- ✓ you manage to create trust and commitment
- ✓ you, your local managers and your team are aligned
- ✓ customers, HQ and your local team understand and support your actions
- ✓ you reach clear and committed targets

Change
Leadership
Skills

Global
Leadership
Skills



You are successful, if:

- ✓ you adapt, where helpful, while staying true to yourself
- ✓ you enjoy what you do
- ✓ you make sure your assignment is a step up (and not out)
- ✓ your family is happy and supports you

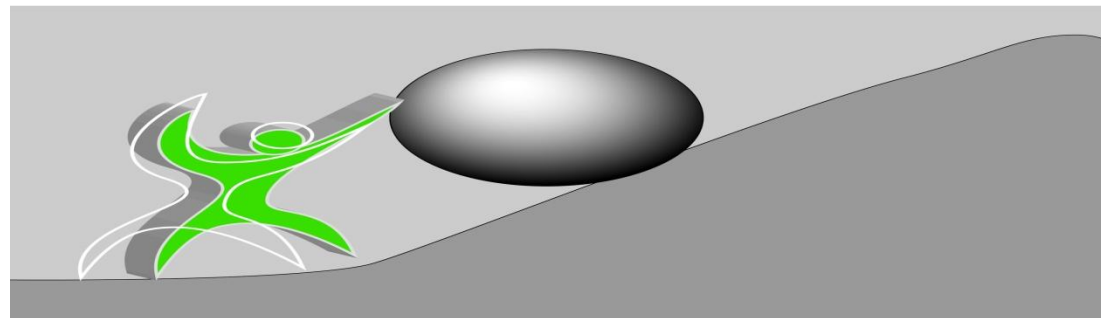
**Constructive
Cultural
Adaptation**

**Career
Planning**



Best Practice for Failure [commonly seen]

- (1)** An intercultural training as „the“ preparation (or any training)
- (2)** Mistake checklist-knowledge for Global Leadership Skills
- (3)** „What’s brought me here will bring me anywhere“
(with a small intercultural twist)
- (4)** Success Delusion
- (5)** Denial - of complexity, of shortcomings, of worries
- (6)** „I will solve this“ (Hero or Saviour Syndrome)



Solution 1: Package just for you

[Improve your Global Performance]



Before assignment

During assignment

End of assignment

Perfect Start

[TIP© online + 1.0 day f2f]

- TIP Feedback
- Your expectations
- Your objectives (business and personal goals)
- Your challenges
- GlobalLeadership Skills for Expats
- Personal Development Plan
- Facilitated exchange with former expats (optional)

*TIP© = The International Profiler

New Perspectives!

[12 h/ 3 months] – via Skype, mail etc.

- Gap-Analysis
- Lessons Learnt
- Personal Stressresolution
- Strategies, alignment, trustbuilding
- Global Leadership, Change Leadership, constructive cultural adaptation

After 12 hs: Evaluation

- Changes, gaps, learnings
- how to proceed

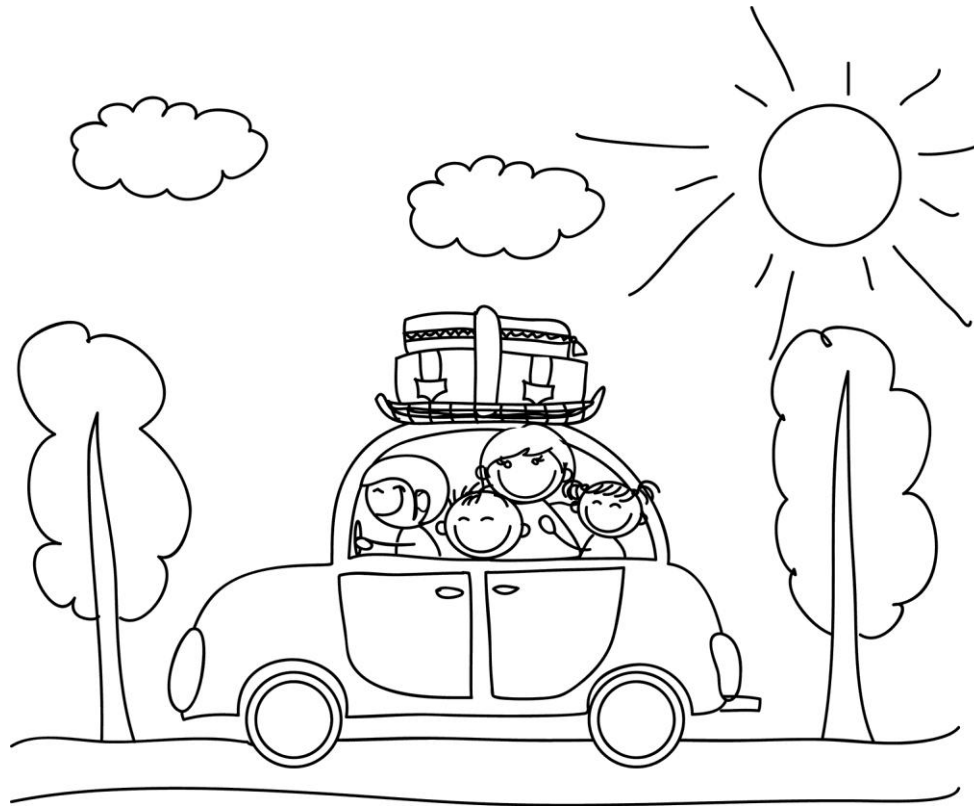
Going back: The Return

[8 hs or 1.0 day]

- Choices
- Your expectations
- Your strategy
- Career Planning
- Dealing with Return Culture Shock (or: Where is home?)

**Be a skilled
Global Leader –
Across all
Borders!**

Your family's happiness – Your success



Solution 2: Package for you and your family

[Your family's happiness – Your success]



Before assignment

Perfect Start [0,5 day f2f]

- Your expectations, questions, worries
- Supporting each other as family
- Staying connected with home
- Best Practice: Intercultural adaptation
- Getting the most of our international experience

[Content will vary if your family stays at home.]

During assignment

New Perspectives! [6 hs for „Co“]

- on demand: in times of stress, worries, insecurity
- Emotional adjustment
- as sparringpartner: Lessons Learnt

You will only be as successful as your family is happy.

End of assignment

The Return – partner/family [4,0 hs or 0.5 day]

- Your expectations, your plans
- Dealing with Return Culture Shock (or: Where is home?)

Rationale:

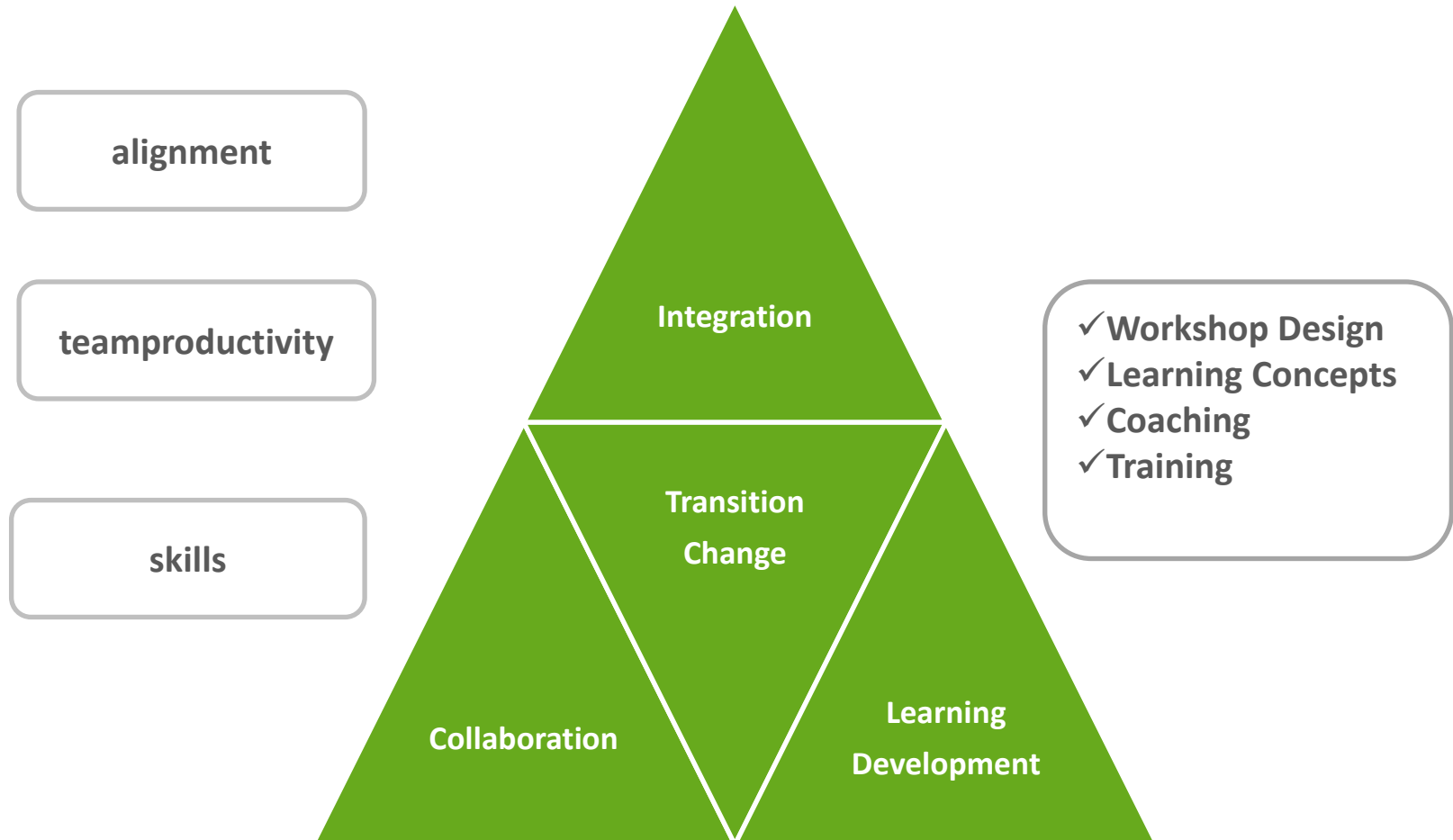
Return Culture Shock usually hits completely unexpected (and in 99% of the cases). Be prepared!

Anne Niesen

- ✓ **Unique combination of different areas of skills and knowledge**
- ✓ **Insights into real challenges of expat managers (and how to deal with them)**
- ✓ **Since 2000: In-depth research into Global Leadership Development**
- ✓ **Proven track record**
- ✓ **International Network (for country-specific input, if relevant)**



Effective Across Boundaries





**Let's talk about the solution
that exactly fits your needs.**

Call Anne Niesen: +49-179 2269196

Get in touch via email: mail@kan-consulting.com

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