



RECRUITING & ONBOARDING ACROSS CULTURES

INTERCULTURAL DEVELOPMENT PROGRAMME



WHAT YOU WILL LEARN

In this programme we will explore cultural differences in recruitment, onboarding, and talent development and ensure that the cultural diversity is taken care of in an inclusive way.

OBJECTIVES

- Reflect on cultural differences related to values, attitudes, and communication around work.
- Create awareness of the role of intercultural competence in the recruitment, onboarding and talent development processes.
- Provide the tools for organisations to create the right conditions for culturally inclusive recruitment, onboarding and talent development programmes.

WHO IS THIS WORKSHOP FOR?

Anyone involved in recruiting, onboarding and development of culturally diverse talent.

CONTENT

- Cultural differences in recruitment, from job offer, applications, interviews, to negotiation with candidates.
- What is Intercultural Competence and how is it important in recruitment, onboarding and talent development?
- The role of onboarding in facilitation the cultural adaptation of candidates and creating the right conditions for culturally diverse talent to prosper.
- The impact of culture on communication, leadership, relationship building and trust, modesty vs self-promotion and attitudes towards work.

PRACTICAL INFORMATION

Duration: 3 hours training + 2 consulting/mentoring

Format: 1 session x 3h + 2 sessions x1h*
Virtual training on Zoom

*for groups or individuals