



Cross cultural training: Preparing for academia in a new culture

Our client

Oxford's Saïd Business School is a young, vibrant and innovative learning environment that is fully integrated with the 800 year old university it shares the city with. Attracting students, Executive Education participants and faculty from over 50 countries, the school has established a global reputation for welcoming people from all backgrounds and for developing world-class business leaders and entrepreneurs.

It is one of Europe's youngest and most entrepreneurial business schools and it is dedicated to developing a new generation of business leaders and conducting research into the nature of business - and the connections between business and the wider world.

The brief

The School appointed a new Director of Development & Alumni Relations, a US citizen based in California, previously working at UC Berkley. **expatknowhow** was briefed to prepare a bespoke programme to encompass relevant cultural and practical issues that would help ensure the new employee enjoyed as smooth a transition as possible to her new life in the UK.

Solution

expatknowhow developed a personalised programme for the appointee, specifically tailored to her circumstances. It took into account her cultural experience, her family situation - her husband and two young daughters would be moving with her to the UK - and was delivered using a mix of online, telephone and face to face communications. It was divided into three core modules;

- Intercultural skills development – based on the outcome of online psychometric test profiling
- to ascertain cultural awareness against key criteria
- Building a home and lifestyle in the UK
- How to work effectively in the UK

Outcome

Now settled into her new position and enjoying her UK lifestyle, our client believes her cultural training has been a positive benefit. *“The training has fully prepared me for life in the UK and set my mind at ease both personally and professionally. The trainer was efficient, knowledgeable and well versed in intercultural issues and in local life as well. I am grateful to my employer for providing this service for me.”*

Director of Development & Alumni Relations, Saïd Business School

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