

Cultural preparation for international assignees

The success of international assignments relies heavily on effective cultural preparation for both assignees and their families. This checklist provides guidance on cross-cultural awareness training, family support and ongoing support to ensure a smooth transition and maximize the success of international assignments.

welcome to brighter



Cross-cultural awareness training

- Provide comprehensive training on the cultural norms, values, communication styles, etiquette and behaviors of the host country.
- Offer opportunities for employees to interact with individuals from different cultures through workshops, guest speakers or cultural exchange programs prior to their assignment.
- Provide resources and tools such as cultural guides, language learning materials, and online forums to support ongoing learning and development.
- Connect expats with a mentor that has experience in the host location and can answer the assignee's questions.
- Encourage open ongoing communication.



Family support and training

- Provide information and resources on local schools, healthcare facilities and recreational activities for families.
- Offer language and cultural training for assignees and their families together.
- Arrange for spouse/partner support and networking opportunities to help the spouse/partner integrate into the local community.
- Provide assistance in finding suitable housing and help with the relocation process.
- Offer support in obtaining necessary visas and work permits for family members.
- Provide access to counseling services for both the assignee and their family members.



Destination team cross-cultural appreciation

- Ensure that the destination team receives cross-cultural awareness and sensitivity training.
- Organize team-building activities that promote cross-cultural understanding.
- Recognize and appreciate diverse work styles and practices within the team.
- Encourage open communication and understanding of different perspectives.



Ongoing support and refreshers

- Schedule regular check-in meetings with expatriate assignees to discuss their progress, challenges and any support they may need.
- Offer periodic cultural training refreshers to help assignees stay updated on the local customs, traditions and business practices of their host country.
- Facilitate networking opportunities for expatriate assignees to connect with other expats, local professionals and industry experts.
- Regularly provide feedback and recognition to expatriate assignees for their achievements and contributions.



Conclusion

While this checklist offers valuable considerations for cultural preparation, it is important to recognize that each expatriate assignee may require varying levels and types of support. By remaining attentive and responsive to their individual needs, organizations can ensure a more seamless and successful international assignment experience.

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