



**DIVERSITY & PROFITABILITY
THE SWISS INTEGRATION SEMINAR**



Objectives of the seminar

Successful on 2 levels:

Skill and Will

- We develop and encourage integration into the Swiss culture, both on the professional and personal level.
- We increase each participant's level of awareness, acceptance, enthusiasm and positive thinking towards the workplace, fostering both improved performance and work satisfaction.



During the seminar, the participant will improve existing skills and develop new ones. In particular:

- The importance of accepting the new environment learning new methodologies to cope
- Leaving judgement aside and dealing with the here and now
- Understanding the differences and developing skills that are used and appreciated in the work environment
- How to be more detail-focused and process-oriented, without sacrificing one's own strengths

During the seminar, the participant will gain also a higher level of will. In particular:

- What are the motivating and de-motivating factors in the environment
- Why a positive attitude to the culture and workplace and responsibility for self is more rewarding
- How to become more self-motivated through well-defined action plans with realistic steps leading to individual achievements.

At the end of the seminar, the participant will:

- Understand the Swiss culture, both on a professional and personal level
- Be better able to communicate with other foreigners and nationals
- Internalise successful scenarios created by adopting methodologies appreciated in the new environment
- Be better motivated to continue to foster an on-going integration
- Understand how to maintain the motivation continuum into the future

You should attend if:

- You wish to better understand and appreciate the different culture
- You would like to improve your communication with and understanding of foreigners
- You wish to learn new methodologies that will make you more successful within the diversity of your professional environment
- You desire to be better integrated and feel less like an outsider



Content

Participants discover that better awareness and acceptance of diversity brings:

- Total integration into the new environment
- Respect from business partners and smooth cooperation with all co-workers
- More effective leadership skills and successful daily scenarios at work
- More personal satisfaction and a better work-life balance

**History & Rules**

- Why are the Swiss like they are
- Understanding the past better in order to fully accept the future
- Clean, efficient and on time
- Society's unwritten rules and how to live with them peacefully
- How global really? A multilingual, multicultural people.

Democracy vs. Consensus

- How are decisions made and who makes them
- Being a good team player in Switzerland
- The advantages of rotating leadership and cultivating a consensus in the teams

Quality through Process & Details

- The quality myth is true
- Understanding work by process
- Proofing, editing and controlling for better results

Solutions as strengths

- Fast vs. efficient
- Integrating out-of-the-box thinking and solutions orientation into the Swiss business model
- How your strengths can complement the team
- Diplomacy in meetings and how to ensure that your message is understood

Positive Integration

- Keys to a more fulfilling life in Switzerland
- Do's and Don'ts
- Necessary steps to a better overall integration
- Fully appreciating the country and the people



Structure

This is a highly interactive and practical training workshop.

Participants should plan approximately 10 hours additional work during business hours or at home.



Timing	Three full days: Can be scheduled together or according to client's needs and staff availability
Participants	Maximum 12 persons <ul style="list-style-type: none">- Participants may come from the same business unit or from various departments throughout the company- Participants should have already been working in Switzerland for more than 3 months- It is highly suggested to mix both Swiss nationals and foreigners within the same group
Teaching Methodologies	Individual and Group Assessments for evaluation of acceptance levels Analysis of personal and group motivation level Outlining tools for developing a more personally fulfilling work environment Designing methodologies for successful business dealings in Switzerland Workshop style (participatory lecturing) Real life case studies and games Project Management Group Work Team Coaching Group simulations and role-play to: <ul style="list-style-type: none">- Create a reference of potential problems that need addressed during the seminar- Enact the solutions to these problems and create successful scenarios applicable to the company's business environment
Outside Assignments	Participants will work in Project Teams and complete experimentation during business hours for practical knowledge transfer