

We made it
easier for them
to run their
business.

- before -



- after -



This is how.

Our client needed to deploy key staff into an Asian country as part of a Joint Venture partnership. It was very important that the South African team and their families, who would all be moving to Asia, to understand the new culture to ensure a smooth transition and optimal team work in the Joint Venture. Additionally, ongoing change management was critical to ensure that both teams adapt to the vision of the Joint Venture.

The Story



Our client required the services of professional linguists, trainers and a change management expert to induct their team into the host country's language and culture. The work was to be delivered in two locations locally, working with two sets of employees and their spouses. Cultural diversity, combined with a high expectation of success for the Joint Venture, created pressure which could derail team work and result in project delays, cost overruns and non-delivery.

Our Briefing

We started with the Diversity Framework, contextualizing the new culture against that of South African cultures. Over a period of 8 weeks we delivered language lessons twice a week, which included elements of Change Management that were previously discussed and planned for inclusion into the lessons. We concluded with a graduation ceremony and provided continued support in the host country.

How Long Did It Take?



2 Months of On-Site Workshops

What We Did

Who Was Involved?

Engineers & Project
Managers & Spouses

2 language Teachers
& Change and
Diversity Manager

**change?
What
change?**



No Visual Mapping was involved in this project. Visuals, however, remained a mainstay in all training material as it created memory cues and ensured stickiness.

The Resulting Visuals



Our client moved **from high stakes pressure to confident preparedness** by ensuring their team had the tools **to manage cultural diversity** and change. *"The Pétanque facilitators were excellent and gave our staff the confidence to learn and the motivation to stay engaged. The staff and their spouses enjoyed the classes and everyone was amazed at how much they learnt. They feel much more confident to engage with our JV partners in the host country."*

We delivered:

a) 14 high impact language lessons with phrase e-books and the interactive lessons recorded as MP4 audio, b) a diversity management framework to form the basis for cross cultural understanding and cooperation, and c) employees and their spouses understanding more about how to behave and react in their new environment and not be overwhelmed by the unfamiliar.

The Outcome

The Result Achieved

Where are you at the moment?

- facing steep change challenges
- struggling to get stakeholders on board
- understanding how to manage resistance to change projects
- coming up with an effective stakeholder communications strategy
- volatile merger dynamics
- finding the middle ground to deal with cultural issues
- project at risk because of people issues

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Give Us A Call

Business can be complex.

Which could mean delays, resistance and lost opportunities as you sift through the complexity to get clear direction on how to reach your goals.

Our company uses award-winning visual tools and proven facilitating techniques to map out your strategies, processes and projects to save time, give focus and get your team on board.



Pétanque International

Clearly Better