

# INTERCULTURAL COMPETENCY DEVELOPMENT TRAINING AS PART OF THE ONBOARDING PROCESS

**Company name :** The Culture Factor Belux

**Activity sector :** Autres activités de services

**Company category :** PME

## Description of the action

Misunderstandings are often rooted in differences in cultural background.

## Context

In today's multicultural Luxembourg, this is especially relevant when onboarding new employees.

## Objectives

Move beyond awareness to a true understanding of the core elements of cultural differences and how to deal with them and even leverage them for superior organizational performance.

## Approach

Run a 4 hour workshop using practical tools such as: <https://www.theculturefactor.com/country-comparison-to>

## Impact

Significantly reduced 'friction losses' due to misunderstandings rooted in cultural differences resulting in improved team performance

## « To do »

Use research-backed solutions

## « Not to do »

Don't use solutions that are only based on personal experiences