

Open Enrolment

Understanding the Dutch

Your first experiences with the Dutch culture may confront you with some puzzling paradoxes. Be successful but don't show it. Everybody is equal but people celebrate the monarchy. Be direct but make everybody feel appreciated. By participating in this training, you will enhance your cultural awareness and strengthen the intercultural competencies that you need to succeed in the Dutch business culture and to deal with the social aspects of life.

Learning goals



Cultural awareness

You will become more aware of your cultural background and preferences. You will discover different perspectives on culture, helping you to understand how your own cultural background may have influenced your perception of and experience with other cultures.



The cultural transition process

You will develop personal strategies for dealing with transitioning into the new country and culture. We will address topics like culture shock, changes in routines, relations and roles, and the need to manage energy levels throughout the transition.



Dutch business culture

Dutch business culture is informal and complicated. When do you call your boss by her first name – and when should you be more formal? How do you give instructions and feedback, when should you be direct – and when not? You will learn about hierarchy and teamwork in Dutch organizations, networking and negotiating, meetings and managing, and how to build consensus and commitment.

Start date

Anytime

For whom

International employees
working in the Netherlands



Intercultural competencies

Which intercultural competencies can you already rely on, which competencies can you now further develop? You will have the opportunity to complete our Intercultural Readiness Check, a self-assessment questionnaire designed to help you be more effective across cultural boundaries. You will receive an in-depth profile with numerous tips for using and developing four vital competencies: Intercultural Sensitivity, Intercultural Communication, Building Commitment and Managing Uncertainty.



Understanding new patterns of behaviour

Our intercultural professionals will invite you to reflect about rituals and routines, customs and communication styles, beliefs, values, and unspoken assumptions that together have been shaping everyday interactions in the Netherlands.



Trainingstructure



Intake



**Intercultural
assessment**



**1 hour self paced
online training**



One-day interactive
group training by
open registration @
Intercultural Business
Improvement.

Or

Two half-day online
sessions when off-line
delivery is not feasible



A two-hour online
review session, three
to six months after the
group training

What our clients say about us

The training surpassed my
expectations!

Very focused and room to follow the
needs of us as participants

VERY useful tips. Not your standard talk

I am very impressed with the trainer
and planning. Thanks 100%

Very valuable. A Must!

Dutch and Germans are neighbours and
yet so different. And all of us are working in
an international context. In this globalized
world, we just have to understand
each other – it's key. What's my style of
leadership, how can I fine-tune it to meet
the needs of my culturally diverse team?
In this process, I've found IBI's support
particularly helpful.

Joost Vliegen

Managing Director GEA Dutch Holding b.v.

I am continually amazed by
how much can be achieved
by IBI in coaching and
training session on specific
cultures.

Sundae Schneider-Bean

Swiss Post



**Intercultural
Business Improvement**