

**CROSS-CULTURAL
ADJUSTMENT WORKSHOP**
for French expatriates
and their families in New York



Cross-border relocations are becoming a key business differentiator as companies of all sizes embrace globalization, battle skills shortages, and compete for top talent.

Yet expatriate failure is one of the costliest elements of expat management.

Indeed many assignees and their families are regularly sent abroad with no preparation for the psychological and socio-cultural changes they will face. Without adequate insight, they have no choice but to resort to the same behavioral repertoire they use in their home country. Whether it is language, climate, food, routines, support systems or culture, expats might struggle to adjust to the local norms and practices.

The mental, emotional and physical effects of culture shock can have negative, if not disastrous, consequences for the expatriates themselves as well as for the companies they work for.

Research has shown that “culture shock” and “family” are the two most cited reasons for expatriate failure.

The link between wellbeing and performance is no longer to be demonstrated. Family support is vital to relocation success. And cross-cultural awareness is a key factor in preventing early repatriation.

Studies suggest that organizations providing cross-cultural training to their global assignees and their families are able to save time and money.

Happiness = Productivity = eROI

* “Relocating Partner Survey” EY and NetExpat, 2018

** Wakefield, 2018

71%

of failed assignments are because of an unhappy and unintegrated partner in the host location.*

33%

of employers have increased the job performance of their employees through offering partner support.*

97%

of hiring executives understand the value of relocation programs, but feel they need a better way to manage them *

What we do

The LX|NYC cross-cultural adjustment workshop aims at helping French nationals and their families to overcome cultural challenges in their everyday life when interacting not only with the American culture, values and beliefs, but also with the cultural specificity of New York. Indeed expats often have preconceived, inaccurate or unfounded notions about living in the Big Apple!

This customizable workshop covers many topics and focuses on the psychological & emotional stages expatriates are likely to face during that transition. Our team answers questions, addresses concerns, and provides attendees with the cross-cultural skills they need to settle and thrive in New York City.

LX|NYConsulting partners with a network of professionals who share their expertise on specific topics and projects.

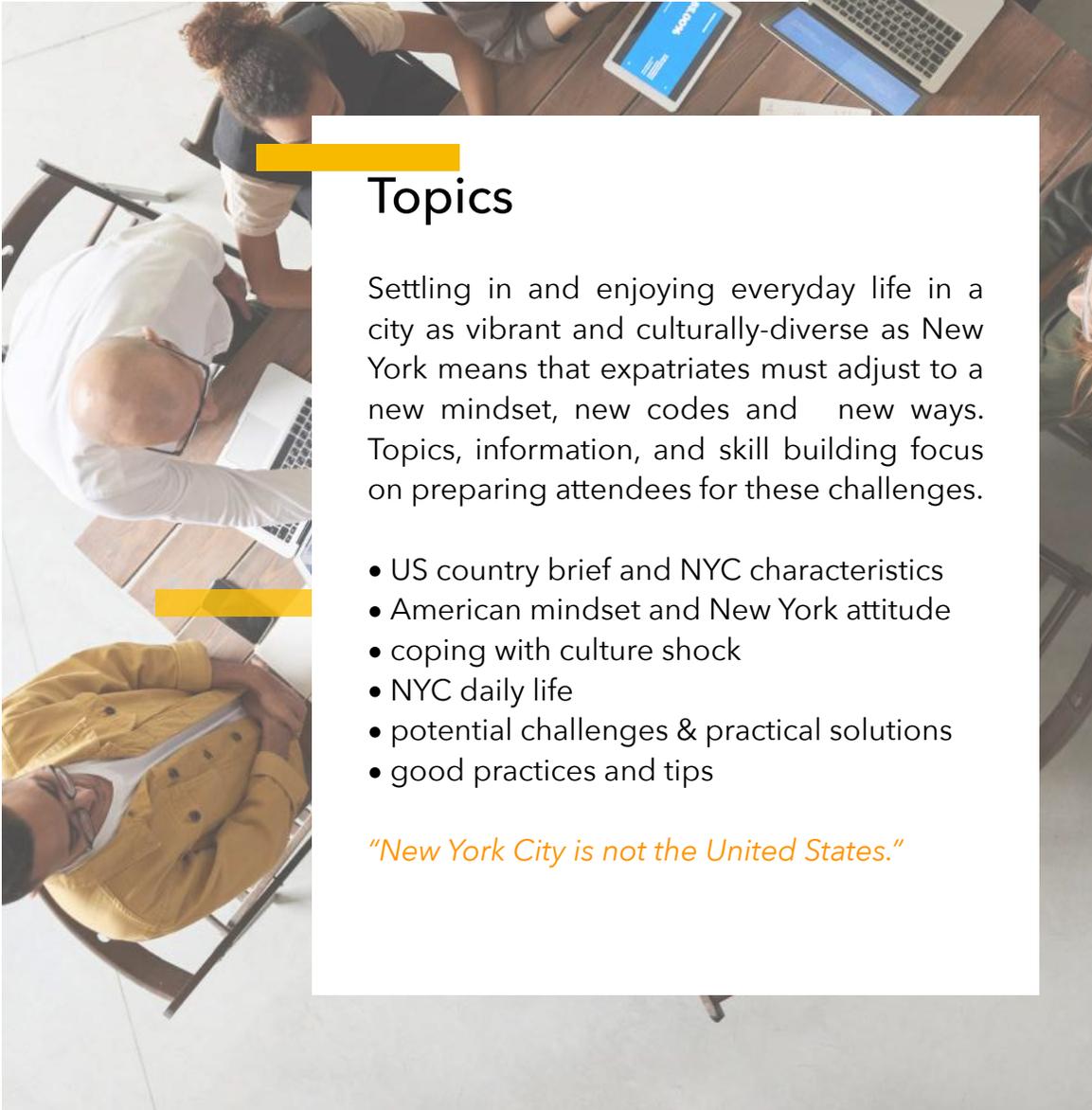
"A pragmatic program that makes attendees independent."





Who we help

- business expatriates (sponsored)
- self-initiated expatriates
- professionals working on short-term assignments
- expatriate families
- corporate managers whose teams include French members
- HR & LD professionals dealing with French nationals



Topics

Settling in and enjoying everyday life in a city as vibrant and culturally-diverse as New York means that expatriates must adjust to a new mindset, new codes and new ways. Topics, information, and skill building focus on preparing attendees for these challenges.

- US country brief and NYC characteristics
- American mindset and New York attitude
- coping with culture shock
- NYC daily life
- potential challenges & practical solutions
- good practices and tips

"New York City is not the United States."



Add-ons | expatriate coaching

Embracing transitions > for accompanying spouses & partners (ASP)

Being the ASP on an international relocation comes with unique challenges. While employees struggle at work with differing norms and expectations, ASP have to redefine nearly every aspect of their lives in a foreign culture. This highly emotional experience can be overwhelming and easily lead to becoming isolated and depressed. This intensive and supportive group coaching helps ASP get unstuck and rediscover their identity and definition of happiness.

Raising third culture kids > for expatriate children and/or teens

Expatriate parents' biggest worry is often centered on their child's adjustment. TCKs* cope with stress in different ways, depending on their age and tolerance for change. Our facilitators work at communicating with children and teens, discussing their fears and uncertainties, as well as exploring all the new and exciting challenges they will face in their host country. They prepare the session with the parents, easing their concerns and allowing for open dialogue among all participating family members.

*Third Culture Kids (TCKs) are the children of expatriates who live in a foreign country for their work.

"Happy family, happy expat."

Methodology

We believe that people learn from experiences and we emphasize self-critique, cultural competence and experiential learning. Through immersion, our interactive and engaging coaching approach provides attendees with concrete answers to all their questions.

What's included

- handbook
- self-assessment questionnaire
- individual check-up at 1, 3 and 6 months

Pricing | Format

We usually recommend a half-day course but can also offer a more flexible format to suit your schedule.

Pricing is available after evaluation of your needs and the training amount of time required.

Contact us to discuss how we can help enhance your expatriate experience positively and successfully.



PREVENT
CULTURAL SHOCK



REDUCE
STRESS



SAVE
TIME



SAVE
MONEY

Meet the Team

Magali Chassard

Co-founder of LX|NYC & neuron agitator

Magali is a cross-cultural transition consultant and an experiential learning specialist. Passionate about personal development, she has spent most of her career in education & continuous learning. She is also a certified health coach.

As a TCK and adult expatriate having moved 17 times, Magali has first-hand experience growing up, living and working abroad. She is well-versed in managing transition and can empathize and identify with the challenges employees, spouses and families face when relocating. Her first experience of U.S. culture was with legendary Madonna for whom she worked for 10 years.



Julie Filiot Luyindula

Co-founder of LX|NYC & problem solver

Julie is a creative specialist. She consults and designs programs in the areas of creative thinking, cultural proficiency, diversity and inclusion. Her primary goal is to empower individuals and teams to find their passion, drive and purpose.

As a seasoned accompanying spouse and mother of 3 TCKs, Julie can relate to those who are going through the expat experience. She has developed exceptional skills of adaptability and resilience towards transitions in both the work and life spheres. Prior to her consulting career, Julie served as a business development lead for Arludik, the world's first gallery to exhibit pop-culture artwork.



About LX|NYConsulting

LX|NYConsulting is a service company dedicated to finding innovative solutions that foster inspiration and empowerment to organizations, startups, professionals and individuals. We develop immersive experiences, bespoke programs and content to facilitate communication and integration in a new environment. Our cross-cultural workshops assist expatriates and their families with cultural transitioning, culture shock and community resources.

Testimonials

"I found the course extremely interesting and informative - great trainers which were thoroughly engaging and clearly know their subject inside and out." Elodie Pinero, Enedis

"The overall experience greatly contributed to my personal and professional growth, from session that expanded my thinking and skills, to the cozy, personable discussions and networking with familiar friends and new contacts!" Caroline Dezutter, Fiafny

"I very much recommend Julie and Magali's work. Their ability to combine high standards with day to day practical elements is very valuable. They make the perfect pair and are very easy and a pleasure to work with." Antoine Clément, Citibank

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