



# SCHOOL OF GLOBALIZATION AND INTERCULTURAL BUSINESS RELATIONS

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## Productivity and Safety Training

### The "Eyes Open" Program

*Training course for top management*

**1. Difficulties in intercultural negotiations/example stories. The "Eyes Open" Program. Specific traditions and historical aspects in the Russian tradition that makes it difficult to implement the current safety program.**

- a. A look at these points and an understanding of the current difficulties.
- b. Specific strategies for dealing with these cultural and historical aspects so that they are no longer a barrier to the training process.

**2. The New "Eyes Open" Company Culture. An explanation of company culture and the way it is working currently in your company.**

- a. Specific examples of a company culture that would be helpful in the implementation of a comprehensive training program.
- b. Examples of how to implement a comprehensive training program that would raise productivity of each mine site and raise safety standards at the same time.

**3. The tools of the western mining companies. Tools of the western mining companies that are implemented without the surrounding deep ingrained cultural ideas.**

- a. Specific examples on how the tools that are in use now are not being supported by training in a way that allows the tools to be used properly.
- b. Examples and practice of how to augment it and support it by the culture that exists in Russia at the mine sites and in offices.

**4. The Big Secret**

- a. Examples and practice of ways to target the training to have a deeper impact on the individual company employee.
- b. Greater retention after the training process by using psychological elements that tie into existing traditions and norms in the Russian culture.