



# Training expatriates - crucial components in preparing for overseas assignments

*Norika Gölz*

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Scholarly Research Paper from the year 2003 in the subject Business economics - Personnel and Organisation, grade: 1,0 (A), University of Cooperative Education Mannheim (University of Cooperative Education), 36 entries in the bibliography, language: English, abstract: The increasing globalisation of the markets in our modern world creates more and more challenges for international companies. Through Joint Ventures, Strategic Alliances or overseas subsidiaries they penetrate and begin to compete in foreign markets.

As a result of the associated challenges, companies have understood that technical knowledge alone cannot count as appropriate prerequisites for global work-placement. Intercultural skills and international management qualities are increasingly sought after for management positions. As successful expatriations are good indicators of the availability and presence of these skills, they obtain all the more on importance.

Failed overseas assignments are a financial and operational risk for companies and therefore, most companies have understood the importance of preparing their expatriates and their families for the different cultures, the different living conditions as well as the different leading aspects in the new country.

This paper states the crucial components in preparing employees for overseas assignments and their importance for international businesses. It explains why companies send managers abroad, what kind of skills those expatriates have to establish in order to be successful and how culture influences the private as well as the working environment.

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