Leveraging Your International Assignment (Repatriation)

Leveraging Your International Assignment is an individualized consultation and strategy session designed for international assignees and their spouses/partners who are returning to their home country.

Emphasis on Real-World Application

The ability for individuals and organizations to leverage the international assignment experience is essential in today’s competitive business environment. Often, international assignees return home to an unclear job assignment, new challenges and community. Many employees are placed in positions post-assignment that do not fully leverage what they learned during their time abroad, and no formal debriefing occurs.

The program covers a wide variety of issues that are normal and inevitable for most international assignees at the completion of an assignment, such as: ambiguity regarding career path; a potential decrease in responsibility; unexpected reverse culture shock; and lack of understanding, interest and support from friends and family.

Program benefits include:

- Improved morale and retention of experienced international personnel
- Higher motivation and productivity post-assignment
- Identification of skills and knowledge learned during the assignment, and incorporation of these talent assets into current role
- Increased ability for the employee to readily re-adjust to the work-style and fit into the changed culture of the home organization or the next assignment location
- Development of strategies for family reintegration
- Organizational learning through the business debriefing process
Leveraging Your International Assignment Experience

Leveraging Your International Assignment is a one-day program, conducted by an experienced Aperian Global Consultant that can take place at an individual’s home or office, and either pre-departure or after returning home.

The one-day program is tailored to the assignee/couple's needs uncovered throughout the discussions.

The program covers the following modules:

**Looking Back:**
- Debrief your assignment experience
- Review the personal and professional impact of international assignments
- Identify skills and perspectives gained while on assignment

**Re-Entry:**
- Discuss the adjustment process
- Discuss common transition challenges and reverse culture shock
- Review practical strategies to facilitate adjustment in a personal and professional environment

**Looking Forward:**
- Leveraging for the long-term
- Explore ways to leverage new skill sets and perspectives
- Set goals to re-adjust to the work-style and corporate culture of the home organization

Aperian Global is an HRCI Approved Provider and SHRM Preferred Provider and can award recertification credit hours for our training activities.

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