

## Repatriation Training Programmes

### Overview- the Success and Failure of Repatriation

A common misconception held by both expatriates returning home and their organisations is that little, if anything, has changed since they left, and that the return home will be relatively easy compared to what they faced while on assignment abroad. The reality, however, is that returning home is frequently the greatest challenge an expatriate will face. According to the results of a recent survey, at least 28% of expatriates leave their employers within two years of completing international assignments.<sup>1</sup>

### Focus of Repatriation Training

Research following the success and failure of thousands of returning expatriates has shown the following areas are often the cause of uncertainty and a failure to reintegrate successfully:

- Home no longer feels like home
- Both the expatriate and their home/destination city have radically changed
- A sense of loss and a return to normality in the workplace
- Unclear career progression
- Reverse culture shock

Often upon returning home, expatriates feel unsettled, disoriented, and unfulfilled with their current employer and find it difficult to identify with their new surroundings and colleagues. By providing training, counsel and guidance, expatriates returning home will find it easier to reintegrate harnessing all the skills and experiences they have learnt whilst overseas.

### Repatriation Training

Repatriation training provides repatriates and their partners with a unique forum to identify their new experiences and skills, agree and set future goals as well as develop plans for how the organisation will benefit from their new and unique set of skills.

The training day focuses on providing a platform to discuss openly and frankly the various stages that the repatriates will go through as well as develop an action plan to be implemented immediately post training.

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<sup>1</sup> Global Relocation Trends 2000 Survey Report, GMAC.

## **Key Areas**

- How to apply their new skills and experience in their organisation
- How to make emotional, physical and lifestyle adjustments upon returning home in order to make a smooth landing
- How to rekindle and develop previous business and personal relationships
- How to discuss your overseas experiences without becoming the “office/party bore”
- How to adjust and learn new business and social practices
- How to develop action plans to maximize your newly learned expertise and experience for the wellbeing of your organisation and personal career development

## **Approach to Repatriation Training**

Communicaid recommends that all repatriation training begins at least 3 months prior to the delegate returning home and no later than 1 month upon arrival.

## **Format of Repatriation Training**

A one-day (6 hours) repatriation training programme is recommended with follow-up support and advice.

## **Contact**

For more information about Communicaid and our range of Repatriation and cultural awareness training programmes, please contact:

Declan Mulkeen  
Marketing Manager  
declan.mulkeen@communicaid.com  
T: +44(0) 207 648 2142