

AGENCE  ITER FRANCE



21st Century Expatriation: New Perspectives



7th Agence ITER France Intercultural Seminar

Friday 27 November 2015, 6 to 10 pm

Salle des Actes, Faculté de Droit et de Sciences Politiques

3 avenue Robert Schuman, 13628 Aix en Provence

Program of the seminar

17h30: Welcome of participants

18h: Opening speech by Jerome Pamela, Director of the Agence ITER France

18h30 to 20h: Workshops (see below)

20h to 20h30: Round Table with ITER expatriates facilitated by Shawn Simpson

20h30 Cocktail Party

Please sign up by clicking on the following link:
https://docs.google.com/forms/d/1vzapSFK_OCguvw4f68Wb-7a8dkHz9GL-f5ODzko21mw/edit

For any help or further information, please contact shawn.simpson@iter.org

This seminar is upon invitation only and reserved for 80 people maximum.

Looking forward to seeing you there.

4 Workshops to choose from:

- **Workshop 1: Story Telling to Manage Change with Sunniva Heggertveit-Aoudia, NORSUN**

We meet change at every corner, at work and in our private lives. Moving to another country is a major change; understanding and adapting to its culture, as well as building a new life for oneself and one's family. Storytelling is one tool that can be used in connecting with others and transferring the sense of a change process. It has been proven to trigger empathy in people, and there is more likelihood that the listener will understand and resonate with the change process one is going through, or is ahead of.

This short workshop introduces participants to the tool of storytelling, as well as the connected tools: advocacy and inquiry. We will explore the usage and possible goals, with the practical objective to understand how it can be useful and how it can be implemented right away.



Sunniva Heggertveit Aoudia is a consultant, trainer and certified coach (ACC and CPCC). She is the founder of NORSUN Diversity and Cross-Culture Consulting, a company that specialises in helping businesses to increase organisational performance through focus on inclusion and a better understanding of working across national cultures. She works with large, international enterprises, as well as medium-size businesses – and offers individual coaching.

A Diversity & Inclusion Specialist and an Interculturalist, she has strategic and operational experience in HR and D&I (Diversity and Inclusion) – from both corporate and business level. Her international career has given her great insights into the opportunities and challenges of virtual working, change management and a diverse workplace. Sunniva volunteers as Mentoring Manager and member of the board in the Global Professional Women's Network (PWN) in Marseille-Provence. She has recently published a book on Amazon: "Culture and Diversity. Stories for Work and Life." A Norwegian national, Sunniva is settled in France after having lived and worked in Cyprus, Switzerland and the USA. She is fluent in Norwegian, English and French. You can learn more about Sunniva and her business, and read her blogs on: www.diversity-and-cross-culture.com

- **Workshop 2: Open Forum on Expatriate Management with Marc Ribas, Human Resource Manager, GEMALTO**

Marc Ribas will be facilitating an open forum with questions, answers and discussion on what are the most important challenges of expatriate management, the new developments in IHRM and the changing profiles of global nomads in the 21st century.



Marc Ribas, 49, is the Human Resources Vice-President for Gemalto Business Groups.

He started his career with Schlumberger Oilfield Services, where he held several overseas assignments in Algeria, Indonesia, Venezuela, and Great Britain. He joined Gemalto, the world leader of digital security, in 2004, first in Beijing and Singapore, as Asia Human Resources Vice-President, and more recently in La Ciotat, where Gemalto has its largest R&D center.

Marc has an extended experience of expatriate management, and international development of local resources. As of today he is responsible for managing a global population of 6,000 executives and engineers.

Workshop 3: The Ethics of Expatriation with Nicolas Madelénat di Florio, Center of Ethics of the Faculté de Droit et Sciences Politiques, Aix Marseille University

Today is considered the apex of economic and social globalization. In an open world, the top specialists leave their home country to work far from home. One must remember that before being agents of economic change, people transfer their human capital. This implies intercultural management adapted to the needs and expectations of the personnel concerned and their families.

These recent changes lead to the appearance of a new research field: the ethics of expatriation.

We will be presenting this approach as it is being developed in our Research Center of Economic and Business Ethics and we will discuss intercultural intelligence.



Nicolas is an unusual intellectual since he teaches both at the university and in high school. Since the 1 September 2015 he is the Deputy Director of the Research Center of Economic and Business Ethics of the Faculty of Law and Political Sciences of Aix Marseille University.

He conducts research on a new domain: Ethics, Norms and Cosmopolitanism. He also is co-editor with Gil Charbonnier and Shawn Simpson of the collection "Cosmopolitismes" at the University Press of Aix-Marseille and co-organizes the yearly trans-disciplinary seminar with the Agence ITER France.

Workshop 4: Expatriate Stress Management with Nicole Huson, Psychologist

Stress and Coping: Human universals and cultural variability.

The physiological response to stress is generally accepted to be universal. The sympathetic nervous system (fight or flight response) is activated in response to physical or psychological stressors in all healthy human beings. It is also self-evident that people are different in their experience of stress, both in terms of what they consider threatening and the strategies they implement to cope. These differences occur at an individual level and cultural level.

In this workshop Nicole will address the autonomic nervous system and the consequences for each of us when exposed to both acute and chronic stress. She will then go on to explore the impact of culture on our experience of stress, with an emphasis upon effective coping in a transcultural environment.



Nicole Huson trained as a psychologist in Australia, completing a Bachelor of Arts at the University of Queensland, St Lucia Brisbane and an Honours degree at the Australian National University, Canberra. After a two-year internship at the Stress Management and Counselling Clinic of Monash University, Melbourne, Nicole registered as a psychologist in Australia in 2000. More recently Nicole completed a Master of Science in Transcultural Mental Health at the Wolfson Institute of Preventative Medicine, Queen Mary, University of London.

Working in private practice over the past 15 years resulted in Nicole developing expertise in the assessment, diagnosis and treatment of anxiety and depression; the primary issues prompting many individuals to seek treatment. After moving to Provence with her family, Nicole continued working in private practice, providing counselling services to English speaking clients. Both her personal experience and her work with expatriates have led to a strong interest in the impact of acculturative stress on psychological health and well-being. She brings this experience and interest together in a workshop addressing expatriation and stress management.

Round Table with ITER expatriates facilitated by Shawn Simpson, Agence ITER France Training Project Manager

This will be the opportunity to hear the views of some ITER ORGANIZATION expatriates (there are 35 different nationalities at ITER Organization). They will tell us about their motivations, their challenges, their successes and overall should bring contemporary knowledge into what it is to be an expatriate today. The participants will answer your questions and will probably raise new ones.



Shawn Simpson is the Training Project Manager for the Agence Iter France. She created and is in charge of the Intercultural & Language Program dedicated to the 35 nationalities of the ITER Organization, located in the South of France.

She trains internationally and has created award-winning adult education programs. Her role as a European Union expert with a strong focus on the intercultural dimensions of international mobility has provided her with experience in running multicultural projects. She has managed international university exchange programs, facilitates intercultural workshops and seminars and founded the Agence ITER France Intercultural Think Tank.

Shawn's personal experiences, acquired since childhood, living in Vietnam, Nigeria, Australia, the United States and mostly France, have given her insight into the challenges of expatriation and changing identities. She now focuses on promoting and creating intercultural learning in organizations as well as raising awareness on the sharing of knowledge.