



Insightful
Business Solutions
for Challenges
Across Cultures

Mission: to provide solutions to management issues for global and multicultural businesses by partnering with clients in developing high quality, culturally sensitive, and cost-effective approaches to meet organizational objectives.

Scope: Charis Intercultural Training Corporation is a multicultural, global company that provides customized intercultural communication training and organization development consulting services. Charis partners with multinational companies to prepare expatriate employees and their families for overseas assignments, and to improve US-based employees' ability to interface effectively with overseas business units. Charis also partners with multicultural organizations to provide successful, customized intercultural solutions to meet the challenges and leverage the strengths of today's culturally diverse workforce.

Charis' Customer-focused & Quality-driven Process: The process of developing intercultural training and consulting starts with the *definition of objectives* based on the needs assessment with client participation, followed by *course design and program development*, and on site *program delivery* at the clients' facilities. Statistical analysis of evaluations, project reviews and consultations with the client drive our continuous improvement.

Benefits to the Client: The Charis process delivers comprehensive solutions for interpersonal and organizational issues across cultures. By building effective communication and cultural awareness clients experience increased productivity and cost-effectiveness in global business units.

Programs and Services

1. GLOBAL BUSINESS

Global Business Training for Management, Sales, Engineering, I.T., Human Resources and others:

- International Business & Social Practices: Doing Business with ...30 Countries in Asia, Europe, the Americas, and the Middle East
- First Steps: Start-up Issues for Emerging and Mature Market Countries
- Teambuilding for Virtual and Co-located Multicultural Teams
- Negotiating Across Borders
- Training Internationally: Delivering Successful Training Abroad
- Working with U.S. Americans

2. RELOCATION – For Employees and Families on International Assignment:

- Pre-Departure Cross-cultural Orientations
- Country Briefings: Social and Business Practices
- Living and Working in the USA (Orientation for "Inpatriates")
- Reentry Orientation



Cultures in Contact

[Charis Brochure](#)

[Press Release](#)

[Visit our site](#)

Global Strategic Partnerships

Charis' worldwide capabilities include consultants located in:

- San Francisco/Silicon Valley
- Los Angeles
- Israel
- Singapore
- Malaysia
- India
- Brazil
- Costa Rica

3. MULTICULTURAL DIVERSITY – Training & Consulting Services for:

- Managing in the Multicultural Environment
 - Communicating Across Cultures
 - Train the Trainer: Design and Delivery for the Multilingual & Multicultural Workforce
 - Problem Solving & Conflict Resolution
 - Understanding Customers with Foreign Accents
-

4. ORGANIZATION DEVELOPMENT – Consulting programs for:

Planned Change Interventions

- Organizational Assessments & Surveys
- Managing Change Across Borders, Mergers & Acquisitions
- Managing Cultural Diversity
- Consultation for Cross-cultural Issues

Interpersonal & Group Process Interventions

- Executive Coaching
 - Teambuilding Across Cultures and Geographies
-

Clients: A partial list of Charis clients includes:

Apple Computers	ETEC Systems	National Semiconductor
Applied Materials	KLA-Tencor	Samsung
Adaptec	Levi-Strauss & Co.	Siemens
Agilent Technologies	Lifescan	Stanford Univ. Hospital
Cadence Design Systems	LSI Logic	Space Systems/Loral
Chevron	Motorola	Tenet Health Care
Corning	HP	Visa International



Contact us or visit us:

For further information, please visit our web site at WWW.CHARISCORP.COM or contact Marian Stetson-Rodriguez, President at Charis. We will be happy to discuss your training and consulting needs and submit promptly a no-fee and no-risk proposal for your consideration.

Contact us at
info@chariscorp.com

Tel: (925) 931-0555
Fax: (925) 931-0510



Visit us!

Charis Staff & Associates: Charis' depth of expertise and responsiveness to client needs come from 20 international consultants who comprise the Charis staff and associates and represent over 25 countries. Charis trainers and consultants have extensive country-specific experience and are heavily involved in regional and international enterprises maintaining up-to-date information on their country of expertise. They bring a broad range of personal and professional experience working as a team to provide quality professional service. They come from the fields of

Intercultural Communication, Human Resources and Organizational Development, Psychology, Linguistics, Business Management, Engineering, Marketing, Finance, Public Relations, and Education.