

## EXAMPLES FOR THE TRAINER

The international team at the accounting firm found out how important the integration process is. Once again, a new member joined the team, but this time he moved to Poland from Colombia.

At first, he felt very lost, insecure and some of the team members, did not understanding this situation, thought that he did not have the appropriate competences for his position. However, things began to change gradually when a welcome program was introduced for new international members to the team.

Each new employee was given a personal mentor who not only introduced the new employee to the company and its specifications but was also responsible for integrating new international employees into the team. In addition, a welcome pack was issued within the company, on what is worth knowing about their city, where to go to carry out your most urgent matters, how to move around the city, etc.

Remember that someone who joins a new team has probably recently moved to a given country, so everything is new to them. Sometimes we talk about this process of adaptation, of integration, that at the beginning there is a honeymoon. We like everything, we are satisfied with everything, but with time a crisis and demotivation can occur. It is important at the beginning to take care of integration also on a purely human level and to remember this during the on-boarding process.



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For example, you can have company evenings, where we can let the new employees learn more about the culture of the organisation they joined, but also get to know the new employee better.

