



Capitalizing on the Skills of Immigrants

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Presentation scope

- The issue is **cultural differences**
- Cultural differences are a source of challenges and opportunities
- The challenges come first
- What can we do to get to the opportunities?



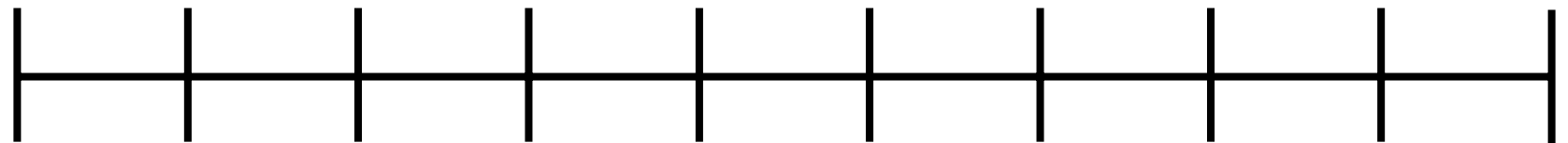


Cultural Differences

I prefer working for managers who

**give me enough freedom
so that I can determine the
best direction for myself**

**give me clear directions
so that I know what
they want me to do.**



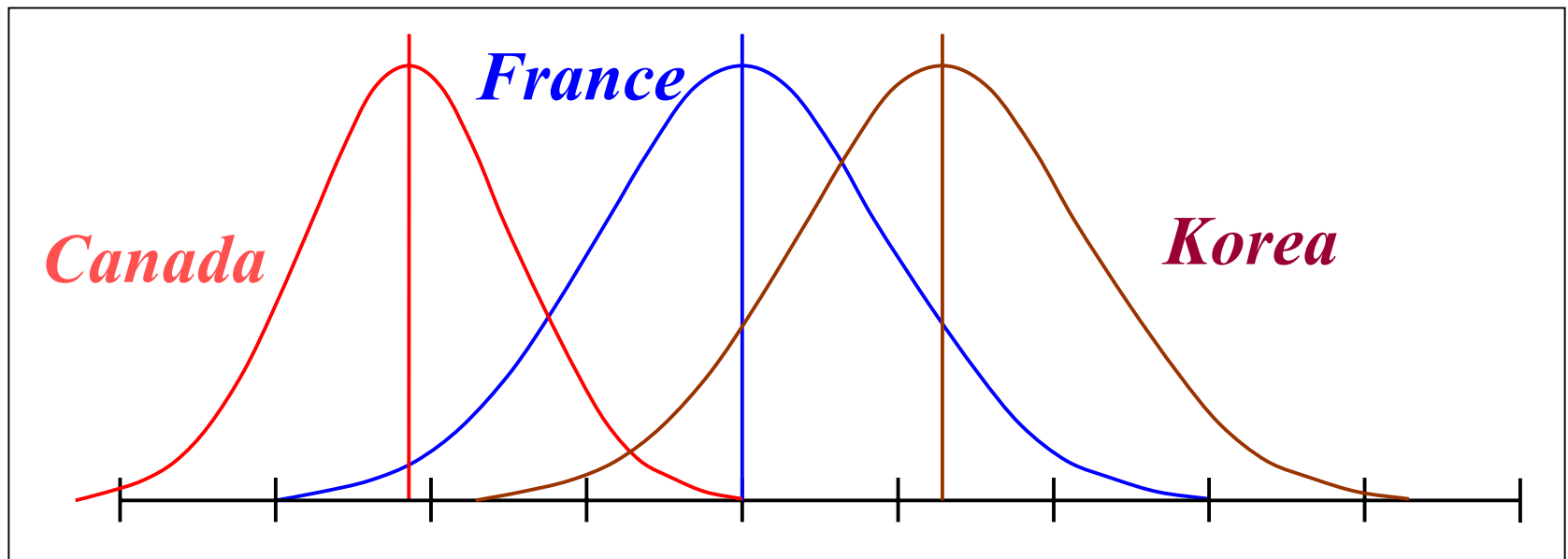


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The Challenges

- Immigrants initially operate professionally in the same manner as they did back home.
- This applies to their:
 - Job search
 - Reporting relationships
 - Team work
 - Career management





The Opportunities

- New problem-solving approaches
- Increased innovation
- Larger talent pool
- New managerial / organizational approaches
- Increased appeal in cultural markets
- Competitive advantage
- Increased exports





What can we do?

- Prepare immigrants for their professional activities in Canada.
- Learn to work with culturally different managers, reports and colleagues.
- Create new management approaches that fit a wider range of working styles.
- Adapt HR policies and practices to benefit a wider range of employee needs and aspirations.
- Foster the creation of role models.

