



# perspectives

Newsletter of the Pittsburgh Human Resources Association

## PHRA Program Treats Participants To An "Out Of Country" Experience



Contributed by: Lynn Broman  
PHR Industrial Design Corp.

**O**n Tuesday, February 12th, everyone who walked into the PHRA conference room entered a very lively, festive environment! Thanks to the creativity and excitement of **Rhonda Coast**, attendees took their seats and found toys, candy, and stress balls in front of them, and balloons and decorations on the wall from countries all over the world. (Did I mention the lovely French music that was playing in the background as everyone arrived?)

The PHRA Programs Committee started the year off by tackling the subject of Global HR in a two-part series. Part I Employing Foreign Nationals, which included updates on the various types of visas, the processes involved, and how the events of September 11th, 2001 have impacted this process, was presented by Larry Lebowitz. Larry is an Immigration attorney with Cohen & Grigsby and frequent presenter for the PHRA.

Part II, Bridging Cultural Differences: A Survival Kit, which covered the topic of the cultural challenges when working overseas, was presented by **Rhonda Coast**. Rhonda is President of International Development Resources. Her presentation stressed the issues that many employers overlook when sending employees overseas, such as how long the adjustment process is; how to be aware of how much our

customs and values differ tremendously from those of other countries; and how to determine if your employees have the right personality to accept change and work successfully outside of their home country. Inquisitive attendees were rewarded with candy for asking questions during her presentation. When she concluded her session, Rhonda switched to invigorating Latin dance music and sent everyone off ready to go to a ballroom dancing competition instead of back to work.

