



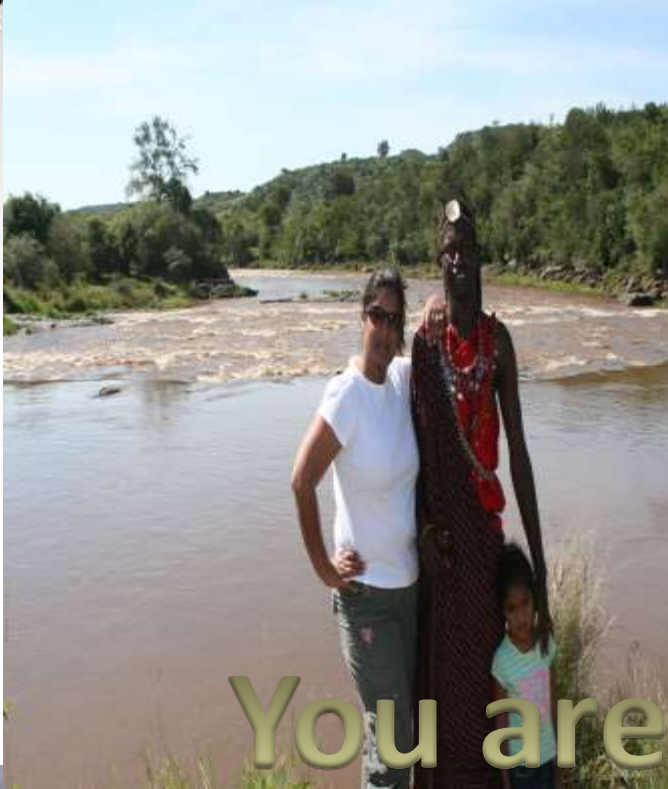
Our Life in Kenya

Nadia Cooper

HR Business Partner – Ericsson Sub-Saharan Africa

SARA EMG Breakfast

19 June 2013



You are not on Vacation!



How it all Began...

- Husband started his own small business
- Daughter had turned a year old
- Times in SA were perceived to be tough, crime escalating, service delivery, high cost of living etc
- I felt stagnant in my career, my Business Unit Head was moving to head up the operations in Kenya

Why

- Adventure
- Exciting and challenging role
- Welcome Change
- Opportunity for growth personally and professionally
- Exposure for our family esp. our daughter
- Benefit to earn additional cash

Before the Great Trek

- Look and See Visit with spouse
- Handing over in my current role and already taking on the new role
- Administration, medical checks, passports, visas, vaccinations, accommodation, schooling
- Home rental in SA
- Packing and Shipping

Lots and lots and lots of tears!

Arriving in Nairobi

- Shipment from SA took four months
- First four months in temporary accommodation
- Waited for work permit for over 6-months
- Husband was denied a spouse/dependent permit, had to renew his VISA every 3 months
- Getting around, traffic, driving skills, road infrastructure and local drivers license

Work Life

- High work demands and expectations to deliver
- Trying to juggle family transition and work demands
- Greater exposure to Ericsson Global organization, building relationships outside of Sub-Saharan Africa
- Understanding the country culture, legislation and practices – steep learning curve
- Enforcing expat conditions and directives
- Share an empathy with other families and try to make the transition easier
- Building a local network for knowledge sharing
- Localisation of my role was critical for me personally

Family Life

- Culture of family and very child friendly
- Great opportunities for personal travel
- Finding doctors, dentists, clothing, shoes, grocery shopping, butchery, take away spots
- Deep family bond
- Without extended family, no support structure
- Form close relationships with other families
- It can get lonely
- Stuck in limbo
- Opportunity for our parents to travel

Spouse

- Looking forward to the adventure and life in another country
- Quality of time spent with our daughter in her growing up years
- Insecurity of the duration of the contract
- Free time – blessing and a curse
- Tougher for a male to be accompanying his wife :
 - not easily accepted by society
 - Only stay at home Dad in the Ericsson expat community
 - Stay at home mums had their social circles during work hours i.e. lunch meetings, children play dates etc.
 - Ericsson events ended up in shop talk
- Brushed up on golf game

Meanwhile....Back home

- Life events that happened without you - births, deaths, marriages, parties etc.
- Parents falling ill and hospitalized
- Important days and holidays
- Issues with tenants
- Far away from family politics – everyone's always happy to see you 😊

Returning Home

- Lots of Tears!
- Mixed feelings
- Reconnect personally with friends
- New found respect and admiration for your home country
- Reintegrating in your home organization
- Schooling
- Finding a Routine
- Spouse

Would we do it AGAIN?



**ABSOLUTELY
YES!**