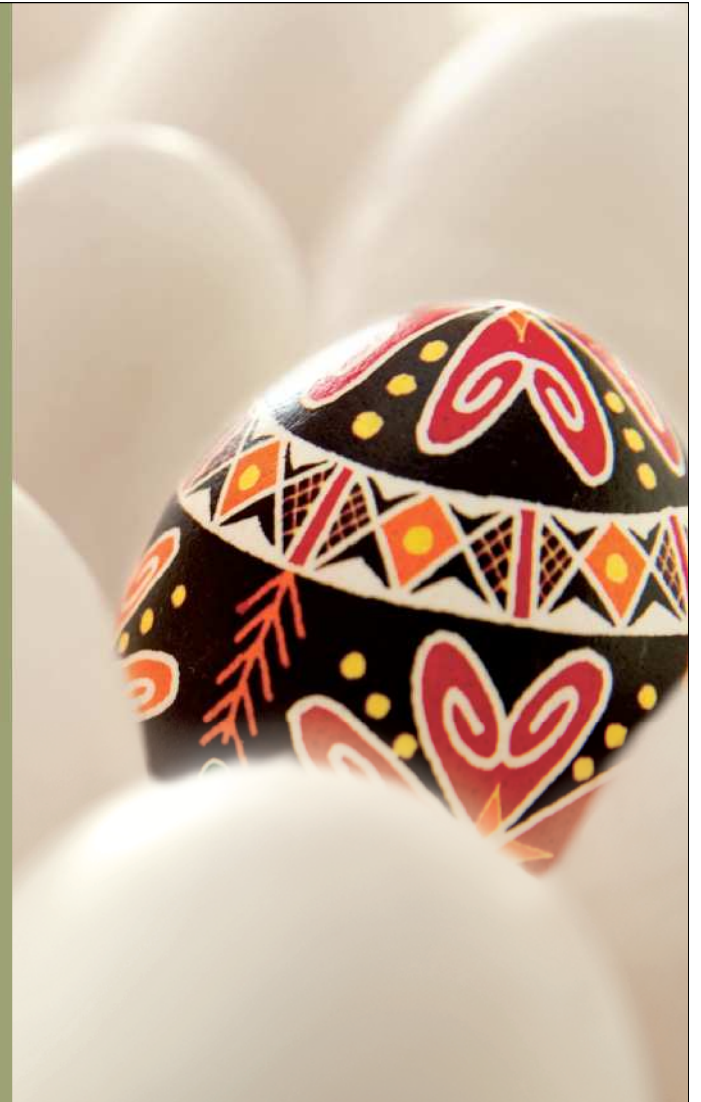


*Re – Entry Conference*

**International Work Experience**  
September 11, 2009



**LarsonAllen**  
LLP  
CPAs, Consultants & Advisors

**NOTICEABLY  
DIFFERENT**

# Agenda

- Introduction
- Getting the full international experience
- The new MBA
- High cost
- Maximizing the value
- Reentry



# Introduction

- Who am I
- University of Minnesota
- Arthur Andersen (1991 – 2002)
- Deloitte (2002 – 2003)
- LarsonAllen (2003 – 2004, 2009 – Present)
- Ernst & Young (2004 – 2008) – 2002 Arthur Andersen CIS, merged with Ernst & Young



# International Experience

- Seven years working overseas (1994 – 1997 and 2004 – 2008)
- Visited over 40 countries
- Children fluent in Russian
- Work with President and Prime Minister of Russia
- Spokesperson for Russian Ministry of Economic Development
- Involved in raising over \$20 billion for Russian, Ukraine and Kazakhstan companies



# Getting the full international experience

- *Go in with a very open mind*
- *Don't pull back into your nurturing environment*
- *Prepare*
- *Most importantly – have fun*



# The New MBA

- *Driver for tomorrow*
- Understand cultural differences and operational styles
- Identify issues and opportunities
- Early leadership opportunities



# High Cost

- Company expense
- Family impact
- ROI
- Longevity



# Maximize the value

- Well structured program
- Proactive
- Share the experience
- Become global thinkers



# Reentry

1. Boredom
2. "No one wants to hear about this"
3. It's hard to explain
4. Reverse homesickness
5. Previous Relationships have changed



## Reentry (Continued)

6. People see the "wrong" changes
7. People misunderstand if I adopt elements of my Foreign culture; they misinterpret my behavior
8. Feelings of alienation; seeing home with critical eyes
9. Inability to apply new knowledge and skills
10. Fear of losing the experience, like storing it away in a souvenir box that we only occasionally look at



# Contact Information

**Craig Arends – (612) 397 – 3180**

