

QC-ADVISORY

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STRATEGIC PRESENTATION

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SECURING THE INTEGRATION OF YOUR INTERNATIONAL TALENTS IN FRANCE AND JAPAN

01 THE OBSERVATION: BEYOND THE PROFESSIONAL OPPORTUNITY

While my cross-cultural immersion spans over 16 years, it is specifically over the past five years that I have had the opportunity to provide targeted support to professionals from over 43 different nationalities. I quickly realized that behind the enthusiasm of an international promotion, many peripheral factors become major obstacles to a successful expatriation: the stress linked to implicit or high-context communication, regional codes, spouse integration, diet, or overall adaptation to the lifestyle.

Traditional language learning, based on standardized levels (A1 to C2), is far too stereotyped and grammar-heavy to meet the real needs of a top-level executive. The priorities of an individual relocating alone are fundamentally different from those of an executive moving with their family. Some require one hour of coaching per week, while others need daily tactical support during the first few months. My expertise draws on my French identity and my 16 years of immersion in Japan to offer absolute integration into the host culture, focused on field requirements, regardless of your talents' original nationality.

MY BACKGROUND: FROM EXPATRIATION TO MASTERY

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As an expatriate myself, I know this path intimately. Upon arriving in Japan, I did not speak a single word of Japanese. I learned everything on the ground, living in the heart of Tokyo, studying, and interacting closely with the local population. Beyond this Japanese immersion, Tokyo quickly established itself as a formidable international crossroads. Evolving in this megalopolis introduced me to the complex dynamics of global business and taught me the art of living and collaborating daily with a plurality of cultures. It is at the crossroads of these influences that I forged my ability to understand intercultural issues on a global scale.

While I managed to speak the language in 7 months, it took me several years to truly understand what mastering a language meant. It is not a matter of mechanically translating one's thoughts from French to Japanese or vice versa. True mastery lies in the assimilation and use of the subtle and unwritten codes that surround the language. This means becoming aware of what really matters: the verbal aspect, of course, but just as much the mastery of non-verbal communication, which dictates the dynamics of any strategic interaction.

This dual approach, enriched by my own European and Latin analytical framework, allows me to instantly decode the cognitive biases of an international talent, regardless of their starting point, in order to smoothly align them with the strict requirements of their destination.

02 THE "LIFE FIRST" PHILOSOPHY: PROTECTING THE ECOSYSTEM

The risk of failure in international operational deployments rarely depends on technical competencies. It stems from severe cross-cultural cognitive biases and the collapse of the household ecosystem.

- **The Secure Approach:** Cross-cultural failures destroy lives first, and budgets second. Securing the spouse and family is the primary determinant of long-term success.
- **Investment Insurance:** Protecting the executive from the mental load associated with these frictions allows them to reach their operational cruising speed immediately.

03 THE DEPLOYMENT: TAILORED AND ANTICIPATED ONBOARDING

Integration begins well before the plane takes off. The level of support is adjusted according to the criticality of the mission, the specific priorities of the talent, and the family structure.

- 1. **Phase 1: Pre-departure (D-30)** – Anticipating cultural shocks, preparing the spouse (up to 25% of the allocated consultation volume), and aligning expectations.
- 2. **Phase 2: Landing (Months 1 to 3)** – Daily or weekly tactical navigation, decoding the implicit "reading the air" (Kuuki wo yomu / 空気を読む) and local corporate hierarchies.
- 3. **Phase 3: Cruising Speed (Months 4 to 6)** – Validation of operational velocity and final psychological adjustments.

04 SOLUTIONS: STRATEGIC COMPARISON AND ROI

The investment does not represent the purchase of coaching hours, but the acquisition of a comprehensive insurance policy against mission failure.

FEATURE	THE STRATEGIC BRIDGE	THE SERENITY FORMULA
Objective & Target	Inbound Integration (France / Japan)	Tactical shield for critical missions
Volume & Dedication	1 hour per week (24 sessions over 6 months)*	Up to 5 hours per week, priority access
Security & Emergency	Initial audit and final validation	"Fixer" mechanism for emergencies & crises
Investment (France Track)	€1 650 incl. tax	€4 000 / quarter incl. tax
Investment (Japan Track)	€2 200 incl. tax	€5 000 / quarter incl. tax

** Note: The weekly volume of the Strategic Bridge serves as a scalable baseline. It can be adapted upon request (e.g., 2h or 3h/week) to meet more intensive learning needs.*

05 TWO LEVELS OF STRATEGIC INTERVENTION

The level of excellence, professional rigor, and quality of support are strictly identical for both offers. There is no second-rate service. The true distinction lies in the format of engagement: on one side, a classic and structured rhythm; on the other, a resolutely Premium framework offering absolute flexibility, accelerated learning curves, and the capacity to absorb the unexpected.

THE STRATEGIC BRIDGE: THE CLASSIC AND STRUCTURED RHYTHM

Designed for profiles with defined alignment needs, integrating into a traditional onboarding schedule. It is the perfect format for a solid onboarding where milestones are predictable.

- **Structured cadence:** A regular and qualitative rhythm (one hour per week) allowing for in-depth assimilation over time, without overloading the executive's schedule.
- **Scalability and custom adjustment:** If the mission requires a higher intensity (e.g., 2h or 3h per week) without needing the emergency concierge service of the Premium formula, the volume and rate can be calibrated via a personalized quote, while maintaining a structure of planned sessions.
- **Measurable tracking:** Backed by an initial audit and a final validation of operational velocity, providing clear metrics to Human Resources management.
- **Risk prevention:** The inclusion of the spouse/partner (up to 25% of the consultation volume) proactively defuses family isolation.

THE SERENITY FORMULA: PREMIUM FRAMEWORK AND REAL-TIME SUPPORT

Tailored for highly strategic executives and profiles who cannot rely on fixed weekly slots. This package prioritizes speed, total adaptability, and immediate reaction.

- **Acceleration & Flexibility:** Up to 5 hours of weekly support, allowing for significantly faster assimilation of cultural and professional codes.
- **Real-time support (24/7):** Permanent monitoring via WhatsApp to deal with daily or corporate unforeseen events. It guarantees having a strategic partner at hand at all times.
- **On-demand tactical intervention:** Total agility. Urgent preparation sessions can be requested just before a crucial meeting, followed by a "hot" debrief within the hour.

- **Corporate benefit:** Absolute assurance that the talent will never remain stuck. The "Fixer" mechanism absorbs shocks immediately, ensuring 100% focus on the strategic mission.

06 PROGRESS TRACKING, INDICATORS, AND REPORTING

Although our methodology moves away from stereotyped academic systems to focus on cultural codes and on-the-ground performance, the company's visibility on ROI remains paramount for Human Resources.

- **Evaluation & Visibility:** Rigorous tracking is implemented regardless of the chosen package. Linguistic and operational progression is mapped against recognized international frameworks (A1 to C2 levels). Regular progress reports offer the company and the executive a transparent and standardized assessment of business communication skills acquired on the ground.
- **Preparation for official exams:** If specified in the initial onboarding requirements, the program adapts perfectly to include intensive preparation modules for official external exams (such as DELF/DALF or JLPT). This guarantees academic validation while preserving our absolute priority: mastery of non-verbal communication and immediate operational efficiency.

DISCOVER THE METHOD AT

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