

Communication Skills Training for Non-native English Speakers

When foreign or regional accents or communication styles interfere with an employee's performance, recruiters and Human Resources (HR) Professionals may seek out support services to address these issues. They are often unsure how to describe the process or approach the employee. "Communication Skills Training" is a broad term that is neutral and non-threatening.



Communication skills training may include:

- Accent modification
- Public speaking
- Pronunciation training
- Vocabulary development
- Conversational and networking skills
- Listening skills
- Grammar
- Writing
- Telephone communication
- Interview skills
- Leadership skills

What is accent modification? [WATCH VIDEO](#)

The primary goal of training is helping individuals identify challenging aspects of their communication style and developing strategies to align their professional expertise with their ability to effectively communicate their message.

Everyone has some type of accent, be it a foreign accent or regional dialect (New York, Boston, Southern). We don't need to eliminate accents; it is often a mark of our cultural identity. However, when our speech patterns interfere with effective communication, particularly on the job, then it becomes a priority to modify it. This is often a personal decision; some individuals want to "erase" any remnants of their background while others want to embrace it. The goal is that we can communicate.

Training helps to modify the speech patterns, so the individual can improve his/her ability to be understood without having to repeat. You may hear the terms "accent modification" or "accent reduction." The goal of accent modification is not to eliminate an accent.

Training may involve:

- Improving rate of speech
- Using effective pausing
- Stressing correct syllables and words within a sentence
- Pronouncing consonants and vowel sounds, especially when they are not in the repertoire of the individual's native language
- Developing a core vocabulary list of work-related terms to help the individual confidently produce frequently used terminology at work
- Practicing work-related scenarios, e.g., reporting at meetings, speaking with clients, presentations, etc.

As you broach the topic, explaining it as "training to develop effective communication or leadership skills" or "Executive Presence Coaching" should be more readily accepted and have a positive tone. How we introduce this training has a significant impact on the individual's willingness to engage in the process. For more information or to set up a Discovery Call, contact Lynda Katz Wilner at lkwilner@successfully-speaking.com, 410-356-5666, or check out the website at www.Successfully-Speaking.com.