



Algeria Cultural Briefing

Prepared for: Sales negotiation

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Deal context: \$250,000 pipeline

Algeria at a Glance

Region	Africa	Capital	Algiers
Language	Arabic, French	Currency	DZD (Dinar)

Key Stat

Deals in Algeria typically take 30–60% longer than the US average. Plan multiple touchpoints before close.

Power Distance vs. USA



Algeria is markedly more hierarchical than the US. Always address the senior person first.

Erin Meyer Culture Map - 8 scales vs. USA - SOME ESTIMATED

Scale	Low anchor → High anchor	Algeria	USA	Source
Communicating	Low context → High context	7/10	2/10	ESTIMATED
Evaluating	Direct negative feedback → Indirect negative feedback	6/10	4/10	ESTIMATED
Persuading	Applications-first → Principles-first	8/10	3/10	ESTIMATED
Leading	Egalitarian → Hierarchical	8/10	4/10	ESTIMATED
Deciding	Consensual → Top-down	8/10	8/10	ESTIMATED
Trusting	Task-based → Relationship-based	9/10	2/10	ESTIMATED
Disagreeing	Confrontational → Avoids confrontation	6/10	4/10	ESTIMATED
Scheduling	Linear-time → Flexible-time	7/10	3/10	ESTIMATED

Sourcing: Cluster estimate anchored to Saudi Arabia/France (Tier A Meyer data — Maghreb has dual MENA-Francophone influence).

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The 3 Moves That Lose Deals

Specific to Algeria · Sales negotiation

× **Mistake 1: Pushing for a same-day "yes" with direct close language.**

Why it fails: Algeria uses indirect and relationship-driven; refusals come wrapped. french-language documentation expected for older counterparts. state-linked counterparts maintain formal, hierarchical communication.. A blunt close reads as desperate or disrespectful.

✓ **Do this instead: Frame the ask as a draft for review. Let the counterpart raise the next step.**

× **Mistake 2: Talking past the senior person to the subject-matter expert.**

Why it fails: Steep; the senior person frames the discussion and signs off. The state remains the dominant economic actor, especially in hydrocarbons.. Skipping rank breaks the room.

✓ **Do this instead: Open and close with the most senior person. Ask experts to brief them, not you.**

× **Mistake 3: Opening with discount math before the room agrees on the problem.**

Why it fails: Patient and multi-visit. State-linked deals 6–12 months and politically sensitive; private sector 10–16 weeks. Sonatrach approvals shape energy deals.. Leading with price erases your premium.

✓ **Do this instead: Anchor on the cost of the status quo. Bring price up only after they describe the gap in their own words.**

Communication Style

How they speak

Indirect and relationship-driven; refusals come wrapped. French-language documentation expected for older counterparts. State-linked counterparts maintain formal, hierarchical communication.

Hierarchy and titles

Steep; the senior person frames the discussion and signs off. The state remains the dominant economic actor, especially in hydrocarbons.

Meeting norms

Visitors should arrive on time; locals may run 15–45 minutes late. Tea or coffee always offered. Working week Sun–Thu (Friday and Saturday weekend).

Email tone — get it right

✘ Wrong tone	✔ Right tone
Hi — circling back. Need an answer by Friday. Are we good to go?	Dear [Name], thank you for the time you have already invested in this discussion. I wanted to share where we are and ask whether end of next week would work to align on next steps. I appreciate your guidance.

Trust-Building Timeline

How relationships build

Patient and multi-visit. State-linked deals 6–12 months and politically sensitive; private sector 10–16 weeks. Sonatrach approvals shape energy deals.

What signals trust

- ✓ Showing up in person at least once before the deal closes.
- ✓ Remembering personal context (family, past meetings, holidays) without being asked.
- ✓ Speaking measured, accurate words. Local audiences detect overpromising.

What destroys trust

- ✗ Switching contacts mid-deal without a warm introduction.
- ✗ Promising executive sponsorship that does not show up.

Gift-giving and etiquette

Modest gifts welcomed at second meetings — quality French chocolates, specialty items, branded company gifts. Avoid alcohol with religious counterparts.

Face-saving and what to avoid

Avoid casual commentary on the 1990s civil war ("Black Decade"), Algeria–Morocco tensions (especially Western Sahara), and France–Algeria colonial history. Tread carefully on the Hirak protests.

Your Next Steps

1. Practice this sales negotiation before the meeting

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2. Pressure-test your first outreach email

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