

## Team consilia cct: Criteria for expert selection / cooperation

### 1. Ethics: Common spirit

- Shared willingness to represent the philosophy and conception of consilia cct
- Commitment to the common cause (acquisition, development of exercises, participation in activities such as quality call, trainer meetings etc.)
- Openness and mutual sharing (trusting, sharing knowledge, maintaining confidentiality)

### 2. Quality mindset: Work on own further development

- Regular own continuing education and supervision; working on competence growth (reading, conducting research, keeping up with research, etc.)
- Participating in professional organisations, congresses, fairs etc.
- Orientation to scientific standards and, where applicable, engaging in science (research, teaching, publications)

### 3. Customer Orientation: Service mindset, constellations

- Acknowledgment of roles, appreciation of everybody's individual contribution and respect for personalities (in the consilia cct team and during events)
- Anticipation, knowledge and understanding of the challenges and problems of customers and clients and addressing these in the context of commissions
- Exercises and practical transfer of contents tailored to the target group

### 4. Experience: Own intercultural journeys

- Multilingual and diverse native speakers
- Manifold or relevant experience / stays abroad
- Professional experience in different cultures (including industry or organizational cultures)

### 5. Expertise: Professional and didactic special knowledge in the intercultural field

- Trainer experience or exceptional training talent with regard to intercultural topics
- Knowledge of theoretical concepts relating to intercultural communication or the respective cultures
- Methodological competence: process control, didactics, developing and carrying out exercises

### 6. Multidimensionality: Versatility and range of competences

- Differentiate and perform different services (coaching, training, consulting, facilitation, mediation...)
- Ability to practice different formats (moderation, lectures, team development)
- Versatility with regard to topics, target groups and industries

### 7. Formal qualifications: Relevant training

- University degree or equivalent professional experience
- Relevant additional qualifications (coaching, NLP, trainer training, etc.)
- Certifications

