

Recruiting across cultures

2–3 September 2010

Assessing and promoting intercultural skills for organisations in International Cooperation

Workshop for persons in charge of recruitment in organisations of International Cooperation

Recruiting across cultures

Public Persons in charge of recruitment in organisations of International Cooperation (headquarters or field)

Objectives Participants will:

- Have expanded their concept of «intercultural skills»
- Have thought carefully about the nature of intercultural skills their organisation needs in order to achieve its goals
- Be able to apply the Developmental Model of Intercultural Sensitivity (DMIS)
- Explore application of the model to assessing intercultural competence
- Distinguish how levels of intercultural sensitivity affect the work of professionals in the field of development and humanitarian aid
- Have applied intercultural perspectives to interviewing, assessment and selection

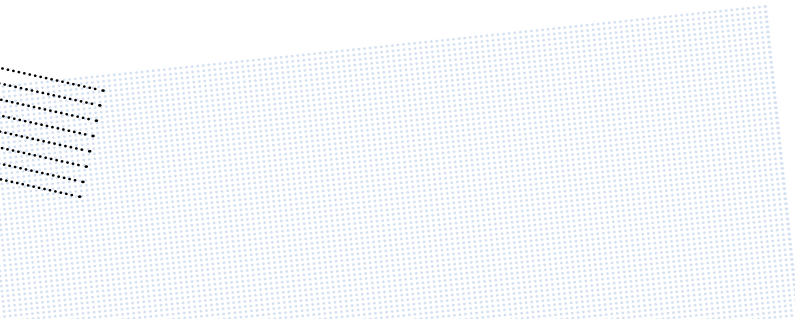
Contents

- The Developmental Model of Intercultural Sensitivity (DMIS)
- Intercultural competencies: three levels of skills
- Practical application of intercultural competencies to case studies, assessment and selection
- Development of intercultural perception skills
- Analysis of the predictable problems in recruiting across cultures
- Skills for designing and implementing effective intercultural interviews

Methods

- Theoretical inputs
- Practical application of the DMIS to the participants' work contexts
- Group work

Facilitation	Dr. Janet Bennett, co-director of ICI (Intercultural Communication Institute, Portland); Véronique Schoeffel, <i>cinfo</i>
Accommodation	If necessary, <i>cinfo</i> will book a hotel room for you in Bienne.
Dates	2–3 September 2010
Place of the workshop	<i>cinfo</i> , rue Centrale 121, Bienne
Costs	<p>For participants working with an organisation of the <i>cinfo</i> foundation, and who are entitled to the «mandat de prestations / Leistungspaket», <i>cinfo</i> will cover all expenses (training fee, transport, accomodation).</p> <p>For participants working at headquarters, with an organisation of the <i>cinfo</i> foundation, <i>cinfo</i> will cover the training fees, but transport, supper and accommodation are at participants' charge.</p> <p>For participants working with another organisation, the cost of the workshop is CHF 600.–.</p> <p>In case of cancellation within two weeks before the workshop, 50% of costs remain at participant's charge (even for those who are entitled to the «mandat de prestations / Leistungspaket»).</p>
Language	English
Registration	<p>Please register online on www.cinfo.ch (→ workshops) and submit your registration form at least three weeks before the workshop.</p> <p>You will receive a confirmation.</p>
Further information	<i>cinfo</i> , Phone: 032 365 80 02, E-mail: training@cinfo.ch



14. – 15.1. Sécurité personnelle et stress
15. – 16.3. sur le terrain
12. – 13.7. Persönliche Sicherheit und Stress
29. – 30.9. im Einsatz
8. – 9.11.

19.1. (English) Tropenaufenthalt und Gesundheit
28.4. (Deutsch)
1.6. (English)
14.9. (English)
12.11. (Deutsch)

28.5. Living and working in contexts
8.10. impacted by HIV/AIDS

30.6. – 2.7. Managing Conflicts in International
Cooperation

30. – 31.8. The Art of Intercultural
Collaboration

20. – 22.10. Multicultural Teambuilding in
International Cooperation

2. – 3.9. Recruiting across cultures

22. – 23.3. & 15.4. Bilan de compétences
11. – 12. & 25.10.

8. – 10.2. Kompetenzenbilanz und Laufbahn-
25. – 27.8. orientierung

8. – 9.9. Applying to UN Organisations

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