



Stöger & Partner
DENKEN UND HANDELN FÜR MORGEN

Certificate

ZERTIFIKAT

Ms Anja Gnädig

has successfully completed the training programme

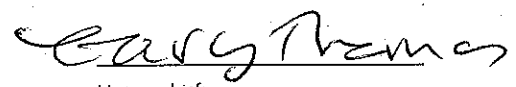
Intercultural Business Trainer/Moderator (IBT/M) ®

accredited by the *Deutsche Gesellschaft für Interkulturelle Trainingsqualität e. V. (DGIKT)* and has thus achieved the status of **Certified Trainer (DGIKT)**. The programme provides training and facilitation skills for the intercultural business environment. The programme consists of five modules – 12 training days in total – and is carried out entirely in English language.

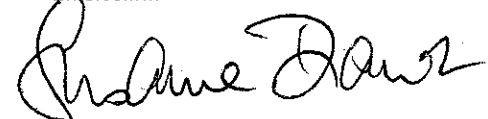
IBT/M1: Train the trainer	22. – 24.01.2009
IBT/M2: Developing intercultural training programmes	19. – 21.02.2009
IBT/M3: Effective moderation	26. – 27.03.2009
IBT/M4: Implementing and designing simulation and activities	28. – 29.03.2009
IBT/M5: Evaluation and certification	24. – 25.04.2009

Paderborn, 25.04.2009

Ort/Datum



Unterschrift





Headoffice: Poinger Straße 44
D-85570 Markt Schwaben
Tel. +49 (81 21) 4 14 20
Fax +49 (81 21) 38 15
buero@stoegerpartner.de
www.stoegerpartner.eu

Contents of the training modules

IBT/M1: Train the trainer (3 days)

- Personal presentation style and the enhancement of training skills
- How to use non-verbal and verbal communication
- How to systematically and strategically improve your rapport with your training group
- How to determine participants' training needs
- Psychological models of learning styles and perception channels
- How to handle questions and difficult training situations
- How to create an appropriate 'media mix' for a learning group

IBT/M2: Developing intercultural training programmes (3 days)

- Successful training design: Tools and concepts
- Creating participant centered learning situations
- Exercise design
- Key methods used in intercultural training
- Culture-specific and culture general training

IBT/M3: Effective moderation (2 days)

- Role and tasks of the moderator
- Moderation cycle
- Workshop design
- Methods and tools for successful moderation
- How to manage group dynamics
- Decision making processes
- Facilitating workshops for international teams
- How to handle difficult situations in a moderation

IBT/M4: Implementing and designing simulation and activities (2 days)

- Using simulations and activities in intercultural trainings
- Successful debriefing
- Developing suitable intercultural simulations
- Case methodology

IBTM/5: Evaluation and certification: (2 days)

- Practical examination (Training or workshop sequence)
- Evaluation of written training concepts handed in by the participants