

ORGANIZATIONAL SKILLS

Core Competency

- 8.2** Networking skills: IEPs develop personal and professional networks of local, national, and international stakeholders.

Behavioural Indicators

- 8.2** Interculturally Effective Persons are able to:

- identify key stakeholders involved in and affected by the assignment
- analyze the needs, motivations, and level of involvement of stakeholders, by:
 - making an effort to meet or communicate with stakeholders
 - gathering information about the interests and views of stakeholders
 - recognizing power relationships in the assignment context, for example the formal and informal social and economic relations between stakeholders, and how influence is obtained and decisions made
 - determining when and how to use power and influence and with which stakeholders to share power, without unnecessarily upsetting the local power structure
 - mobilizing people and resources in the organization and its environment to enhance assignment goals

Interculturally Effective Persons are patient in their approach to bringing about reconciliation, as well as in pushing for organizational change.
