

INTRODUCTION

8 Organizational skills

Major Competency

IEPs strive to improve the quality of organizational structures, processes, and staff morale, and promote a positive atmosphere in the workplace.

Core Competencies

- 8.1** Finding an intercultural balance: IEPs find a workable balance between the need to adapt behaviour to local norms (“when in Rome...”) and the need to maintain their own cultural identity and values (avoiding “going native”)
- 8.2** Networking skills: IEPs develop personal and professional networks of local, national and international stakeholders.
- 8.3** IEPs build consensus between locals and foreigners by reconciling the perspectives of the various cultures so that all parties feel they are contributing usefully to the endeavour.
- 8.4** IEPs maintain a focus on the task to be achieved while managing cultural and organizational resistance.
- 8.5** IEPs possess a degree of political astuteness that allows them to assess realistically the balance of competing forces in an organization and its environment.
- 8.6** IEPs are professionally resourceful and able to function with a different level of resources and supports than they are accustomed to in the home country.