giz Academy for International Cooperation (AIZ)

We do Learning

Specialist competencies

FACE-TO-FACE LEARNING

Roles and Competencies in Consulting

PARTICIPANTS

This course is intended for GIZ staff and external customers who would like to learn more about opportunities and limitations of consulting in the field of international cooperation.

OBJECTIVES AND CONTENT

You would like to improve your competencies as a consultant and gain a better understanding of the various roles a consultant holds in the field of international cooperation.
You would like to learn how to actively create and promote your relationship with your clients, and how to gain awareness of the potentials and limitations of consulting interventions within specific intercultural contexts.

This course provides you with the following contents:

- An analysis of the various aspects of consulting assignments
- The tools and methods for steering consulting processes
- An overview of the diverse roles of consultants in the field of international cooperation
- The aspects of consulting assignments: proactive development of one's client relationships, the importance of culture in the consulting context, etc.
- An improved understanding of one's role as a consultant

TECHNIQUES

- Expert versus process advisory
- Techniques of process advisory/systemic advisory
- Clarification of the advisory assignment – the triangular contract
- Appreciative inquiry
- Reflecting on your own actions and the process
- Feedback
- Inspiring question techniques
- Reframing and drafting of hypotheses
- Peer Coaching
- Refraiming
- Role expectations and dealing with role conflicts
- Self-concept as an advisor

NUMBER OF PARTICIPANTS

12

LANGUAGE

English

TRAINERS

Petra Padberg & Anja Söger

COURSE DATES	LOCATIONS	DURATION & TIME
20.01.-24.01.2025	Chisinau, Moldova	5 days Monday to Friday: 9:00 am to 5:30 pm Friday: 9:00 am to 3:00 pm

giz Academy for International Cooperation (AIZ)

We do Learning

Roles and Competencies in Consultancy

Time	Monday	Thuesday	Wednesday	Thursday	Friday / start at 8.00
9:00 – 10:30 am	Check-in / Get to know each other / Orientation / Introduction to topic	Conceptual basics of systemic consultancy	**Tbc Concultancy Exercise III in Triads** / Reflection of the consultancy exercises	Stairways to reality: how we create our perception of reality /	**Consultancy exercise:** Peer Consultation
10:30 – 11:00 am	Coffee break	Coffee break	Coffee break	Coffee break	Coffee break
11:00 am – 1:00 pm	Appreciative Inquiry – interview / Success factors in consulting / Learning foci	Systemic consultancy approach / Systemic questions / **Concultancy Exercise II**	Typical role conflicts, role management / Role analysis	Gender in consultancy / **Consultancy exercise with refraiming**	Consultants‘ Personality II
1:00 – 2.00 pm	Lunch break	Lunch break	Lunch break	Lunch break	Lunch at 12.30
2:00 – 3:30 pm	Definition of „Consultancy“ / Visualization consultancy context / **Concultancy Exercise I**	Phases in the Consultancy process / Helpful feedback	**Consultancy exercise on role conflicts**	**Consultancy Exercise with Video recording**	Transfer / Feedback Closing at 3.00 pm
3:30 – 4:00 pm	Coffee break	Coffee break	Coffee break	Coffee break	
4:00 – 5:30 pm	Expert and process consultancy roles / Process consultancy: Requirements for the clients	**Concultancy Exercise III in Triads**	Consultants’ Personality I: the Waterlily Model / Feedback session	Analysis of consultancy exercise	