

**giz**

Academy  
for International  
Cooperation (AIZ)



## Partner for international learning

The Academy at a glance

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Learning worldwide

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## The Academy – your partner for international learning

The Academy for International Cooperation, also known by its German acronym AIZ, is GIZ's corporate academy. It delivers skills development for experts and managers in the field of international cooperation and equips them with the skills they need to play an active part in shaping change and making knowledge globally available. AIZ provides training and tailored learning concepts both in Germany and abroad for:

- all GIZ employees;
- GIZ project partners around the globe; and
- all experts and managers in the field of international cooperation.

The Academy is GIZ's centre of excellence for learning on a wide range of global issues, from preparation for assignments abroad in 120 countries and the green economy, to the 2030 Agenda for Sustainable Development and the question of how transformation processes can be successfully managed with individuals from different cultures. AIZ has over 50 years' experience of developing skills in an international environment and for multinational and cross-cultural teams. Its training is based on current trends in international cooperation and incorporates practical experience from GIZ's work on the ground in over 120 partner countries.

**“Our highly successful cooperation with AIZ has improved the quality of project services and ensured and enhanced our ability to deliver. This took a lot of pressure off project managers and staff locally, improved results and helped in achieving our objectives.”**

Dr Jürgen Hartwig, Project Manager, Cooperative Vocational Training in the Mineral Resource Sector in Mongolia

## What the Academy offers

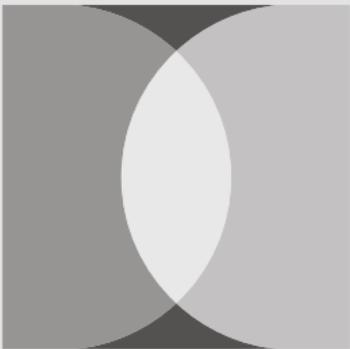
AIZ's programme is divided into four skills areas:



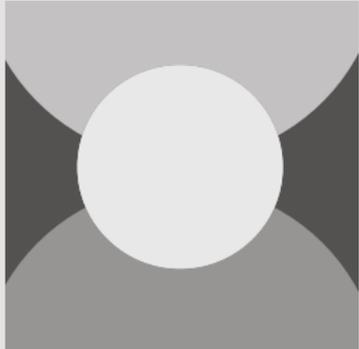
**PROFESSIONAL COMPETENCIES**



**LEADERSHIP COMPETENCIES**



**PERSONAL AND SOCIAL  
COMPETENCIES**



**MANAGEMENT COMPETENCIES**

The Academy's programme and the tailored training it provides range from communication and language courses and pre-assignment security training to specialist areas such as food security, methods for conflict and project management, digital skills for project work, commercial skills and leadership development.

The participants use a mix of face-to-face courses and virtual learning methods to broaden their skills and to encourage networking. The Academy offers its training programmes at its locations in Germany and at the regional training centres in Addis Ababa, Bangkok, Bogotá and Dakar. On request, training can also be provided in any location in the world.

### **In-house training:**

The Academy supports GIZ staff throughout their career – through on-boarding when they first join the company, training for new roles or as part of their continuing professional development. AIZ's programme also includes preparation for assignments abroad, support for returning development workers, and leadership development.

Find out more about AIZ's programme for GIZ staff (log-in for GIZ staff):

<http://bit.ly/GIZ-2105e>



### **Tailored training for project partners:**

As a professional learning organisation with sectoral know-how, AIZ supports GIZ projects worldwide in designing and delivering measures for human capacity development (HCD) and learning processes in cooperation with partners. It therefore makes a long-term contribution to performance in partner countries and ensures that projects achieve sustainable results.

Find out more about HCD training (log-in for GIZ staff):

<http://bit.ly/GIZ-SKE-e>

### **GIZ's open training programme:**

Through its open training programme, the Academy makes GIZ's expertise available to others and shares its experience in the field of international cooperation. This programme is open to individuals, groups, civil society organisations and private sector companies involved in international cooperation.

Find out more about the Academy's programme:  
[www.giz.de/akademie-programm](http://www.giz.de/akademie-programm) (German only)



### **Training to prepare experts for assignments abroad:**

Working on behalf of the German Federal Ministry for Economic Cooperation and Development (BMZ), the Academy prepares experts for assignments abroad as part of its 'Key Qualifications for International Cooperation' programme.

Find out more about how to prepare for an assignment abroad:  
[www.giz.de/akademie](http://www.giz.de/akademie)





## Learning at the Academy

The Academy's learning concept is tailored to the needs of international cooperation. In addition to specialised knowledge, experts and managers need strategies that enable them to successfully work towards achieving shared objectives with individuals representing a range of professional, institutional and cultural views and interests.

The Academy therefore focuses on enhancing its participants' methodological, social and personal competencies as well as their specialist know-how.

Wherever possible, learning on AIZ courses is based on actual practice. Participants benefit from GIZ's wealth of knowledge and experience around the world, which in turn form the basis for hands-on training. AIZ's learning concept recognises that most knowledge nowadays is acquired informally through problem-solving and exchange with colleagues and managers. Dialogue and shared learning experiences are therefore key elements of AIZ's training.

The Academy always considers the three components that make up an individual's skills: their knowledge, their ability (how they act) and their attitude. AIZ enables its participants to reflect on the way they conduct themselves and to develop their potential. It provides a foundation on which they can rely in any situation, irrespective of the demands made of them.

## AIZ at a glance

Over

# 11,000

participants  
each year

Preparation and  
support for overseas  
assignments in

# 120

countries

Access to the  
expertise and  
experience of

# 700

trainers

Language  
teaching in over

# 70

different languages

More than 

# 50

  
e-learning courses –  
learn when and where  
you choose

# 8,000

participant evaluations  
fed back into course  
development each year

„The course sets great store in trying to see things from other people’s perspectives [...] to understand how other people view a situation. This shift of perspective is vital to security situations [...] but also useful when you need to switch processes mentally so as to be prepared. [...] It was fascinating and helpful to simply understand how such situations can arise and how other people tackle them.“

Participant in security training course



**We look forward to meeting you!**

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