



INTERCULTURAL TRAINER ACADEMY



Course Overview – Online Intercultural Trainer Academy, November 2025

Module 1

Times are displayed in CEST time

	Day 1: 03.11.25	Day 2: 04.11.25	Day 3: 05.11.25	Day 4: 06.11.25	Day 5: 07.11.25
09:00-10:00	Official opening	Theory: Cultural differences	Theory: Self-concepts and choice	Theory: Thinking styles	Theory: Stereotypes, prejudice, discrimination
10:00-12:00	Getting to know everyone Program overview & expectations	Applying theory	Applying theory	DIY: Round of practice 1	Applying theory
	Basics of training	Practice: Experiential demo exercise & meta discussion	Introduction different training methods & activities	DIY: Round of practice 2	Stereotypes and racist remarks in training
12:00-14:00	Break & self-study time*			Break (12:00-13:00)	
14:00-17:00	Theory: Culture & intercultural competence	Introduction to experiential learning	Learning Goals & Technical tools in virtual trainings	DIY: Round of practice 3 & 4	Dealing with challenging participant's behavior
	Introduction to intercultural trainings (virtual / face-to-face)	DIY: Practice presenting in virtual settings	Practice: Prepare for rounds of practice	DIY: Round of practice 5	Reflections of learnings Module 1 (Module ends at 15.00)
17:00-18:00	Self-study assignments*	Self-study assignments*	Self-study assignments with co-trainer*	Self-study assignments	
Optional program		Welcome evening (18:30-19:30)		Virtual team building activities (18:00-19:00)	

*Please note: the online live sessions will take place **from 10am-5pm** (except Day 1: starting **9am** – see blue markings). There will be different **mandatory tasks** for self-study sessions (theory videos; theory reflection tasks; preparations etc.). The self-study can be scheduled on your own account (e.g. before the seminar hours 9-10am or between 5-6pm, etc.). Completing the tasks is necessary to be able to fully participate in the program.

Explanation

General parts / Intro / Reflection	Theory input	Practical application	Training design	Optional sessions	Individual task / Self study
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Module 2

	Day 6: 10.11.25	Day 7: 11.11.25
09:00-10:00	Theory: Teaching and learning from a cultural perspective	Theory: Evaluation of trainings
10:00-12:00	Applying theory	Experiencing & debriefing a simulation
	Market of training design principles	
12:00-14:00	Break & self-study time*	
14:00-17:00	Trainer styles / Me as a trainer	Using simulations in trainings
	Training content & sequencing	The power of debriefing
17:00-18:00	Self-study assignments*	Self-study assignments*
Optional program	Flipchart Visualization workshop (17:30-18:30)	Q&A with trainers about the training business (17:30-18:30)

Module 3

Day 8: 12.11.25
Prepare your training session with a co-trainer (with individual coaching by trainer team)
Break
Prepare your training session with a co-trainer (with individual coaching by trainer team)

Module 4

Day 9: 17.11.25	Day 10: 18.11.25
Running your sessions & feedback	Running your sessions & feedback
Break	Break (12:00-13:00)
Running your sessions & feedback	Closing ceremony & Evaluation of Trainer Academy (Module ends at 15:00)
Farewell evening (time tbd)	

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*Please note: **Day 6+7:** the online live sessions will take place **from 10am-5pm**. There will be different **mandatory tasks** for self-study sessions. The self-study can be scheduled on your own account (e.g. before or after the seminar hours). **Day 8:** Consultation day (no regular course hours, self-organized preparation for own certificate session with coaching from trainers). **Day 9-10:** Online sessions 9am-5pm/3pm).

Explanation

General parts / Intro / Reflection	Theory input	Practical application	Advanced training design	Optional sessions	Individual task / Self study
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