



Capability Statement

Our Mission

To extend the capacity of people, organisations and communities working across cultures for development outcomes.

About us

Cross Cultural Consultants International Development (CCCID) is a specialist in cross cultural competency. Our people each have over 20 years experience in development work. We focus on international and local development in culturally and linguistically diverse teams and communities, sharing successful approaches across international and multicultural contexts.

Our network of associates in Australia, Asia, the Pacific and beyond, works with clients operating in complex cross cultural settings. Services include training, mentoring, coaching, facilitation, strategic planning, research, design, management, consulting, monitoring and evaluation.

Our clients and partners

CCCID works with governments, the private sector and non-government organisations across all sectors including governance, health, gender, education, infrastructure, arts / culture and recreation, law and justice, rural development, and environment.

Our Values

- Cultures are diverse, dynamic and a positive force for development;
- Strengths-based approaches that build on existing capacity are most effective;
- Meaningful participation is central to cultural understanding and development outcomes; and
- Learning should be engaging and transformative - developing knowledge, skills, values and qualities.

Recent Work

Year	Project	Client
2013	Strategic planning and Facilitation Training, Dili, Timor Leste	Forum Tau Matan
2012-3	Management Capacity Building for Social enterprise organisation, Battambang, Cambodia	Kinyei
2012-3	Governance Training, Strategic Plan Facilitation, Development and Operationalising for refugee settlement service, Darwin, Australia	Melaleuca refugee Centre
2011-2013	3 year Governance Capacity Development project for non-profit sector staff and Board members, Northern Territory, Australia. .	Northern Territory Council of Social Services
2011 - 2012	Kokoda Initiative, Leadership and Management Capacity Development Program with staff of PNG Department of Environment and Conservation, Kokoda Track Authority, DSEWPaC advisors and partner stakeholders, Papua New Guinea.	Dept. Sustainability Environment Water Population and Communities (DSEWPaC)



Year	Project	Client-
2011-12	Deliver Humanitarian Training and training of humanitarian trainers	REDR Australia
2011	Successful Distance Management Training	People in Aid / Territory NRM
2011	Design & deliver volunteer cross cultural mentoring skills training	Wise Employment
2011	Assessment of Cambodian NGO potential partner organisations	Jewish Aid Australia
2011	Working Across Cultures training and mentoring program for <i>Papua New Guinea Australia Audit Office Twinning Scheme</i> (PAAOTS) secondees; Plus Cultural Diversity Training for staff involved in international programs.	Australian National Audit Office (ANAO)
2010	Gender and Rights training for NGO staff and Government partners in Fiji, Tonga, Kiribati for <i>International Planned Parenthood Federation (IPPF) Pacific Members</i>	Ann Mehaffey Associates
2010	Cross Cultural Training for <i>International Programs Section, including Kokoda Track Authority program</i> staff plus development of strategic management tool.	Dept. Environment Water Heritage and the Arts (DEWHA)
2010	Cross Cultural Training for <i>International Legal Assistance Unit</i>	Attorney Generals Department (AGD)
2009	<i>Pacific Seasonal Worker Pilot Scheme</i> , Capacity building of local trainers in Tonga, Vanuatu and Kiribati to deliver training on culture, gender, team work and communication.	AusAID, Pacific Growth Section
2007-10	Pre-departure cross cultural & capacity building training for <i>Whole of Government</i> advisors deployed to PNG, Solomon Is, Indonesia and Nauru.	Coffey International Development / AusAID
2005-current	Design and delivery of a range of training workshops for people in development settings: including Facilitation, Cross cultural communication, capacity building principles and practice.	Various
2005-7	Predeparture training and debriefing for over 1000 volunteers	Austraining

"On behalf of the team, thank you for your invaluable contribution to our Pre-Departure Training - especially for all the time and effort in planning for this event, and the way it was conducted in such a professional and effective manner."

Program Manager, International Development

"The way that your trainers frame concepts enables people to really get something useful out of their preparation for overseas assignments. The activities, ideas, materials and approach put theory into practice."

Logistics Coordinator.