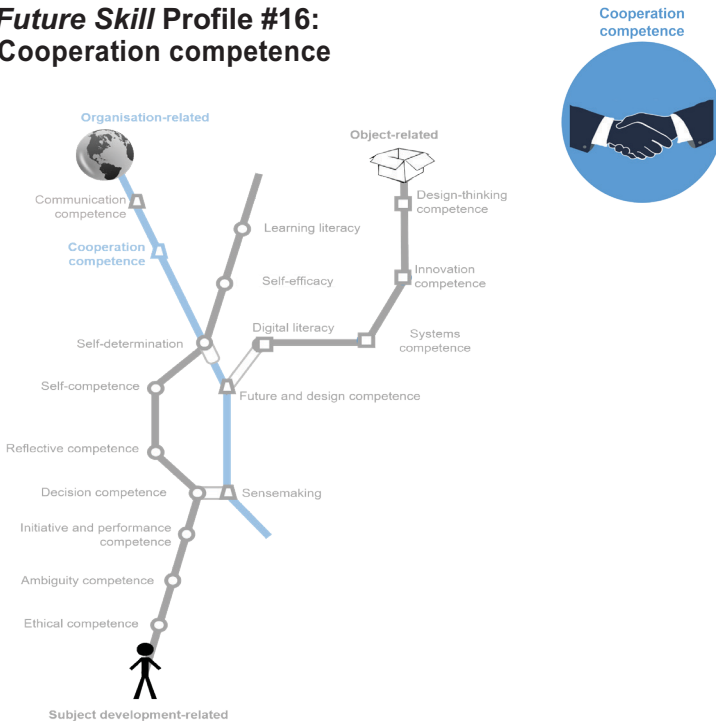


A 3.3.3 Future Skill Profile #16: Cooperation competence



Definition: Cooperation competence as *Future Skills* relates to the is the ability and disposition to cooperate and collaborate in (intercultural) teams either in face-to-face or digitally-supported interactions within or between organisations with the purpose of transforming differences into commonalities. Social intelligence, team-working competences and consultation competence play a key role for this competence. (*mean value: 4.6 of 5, standard deviation: 0.67*)

Reference competences: social intelligence, team-working ability, leader as a coach, intercultural competence (organisational culture), consulting expertise

Significance: In networked, digital, global and highly emergent contexts of action, the ability to successfully collaborate with others within and outside one's own organisation, to build new networks as a *social artist* and to openly invite others to collaborate, both digitally and in physical presence, is essential.

Description: Cooperation competence includes competences such as social and emotional intelligence, team-working ability, the ability of leaders to act as coaches, intercultural competences which also include the different organisational cultures and consulting expertise. Thus, cooperation competence in the comprehensive sense is the ability to work together in teams, also interculturally (as well as inter-organisational-culturally) in direct interaction or by using media within or between organisations, to shape cooperation in such a way that existing differences can be transformed into commonalities. Social intelligence, team-working ability and consulting expertise play an important role in this.