

PERSONAL INFORMATION

Michael Kimmig



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**Sex** male | **Date of birth** 05/07/1965 | **Nationality** German

SUMMARY

**An invitation for change**

**Working areas** Intercultural Cooperation | Intercultural Education | International Voluntary Service | International Youth Work | Non-formal Education | Vocational Education | Higher Education | Adult Education

**Specialisation** Intercultural Awareness and Competence | Cultural Diversity  
 Non-formal learning | Self-directed Learning | Connected Learning | Online Learning  
 Mentoring | Solution-oriented Coaching  
 Pedagogical approaches and tools for working with young people  
 Workshops, seminars and training courses | Training of Trainers  
 Online course design | Online facilitation | Blended Learning Programmes

**Partners** Foundation for the Development of the Education System (FRSE) / National Agency of the Erasmus+ and European Solidarity Corps Programme, Warsaw  
 KIIK Kölner Institut für interkulturelle Kompetenz e.V., Cologne  
 SALTO European Solidarity Corps Resource Centre, Vienna

WORK EXPERIENCE

- 2020 - **Mentor, facilitator, community manager | Mentoring under Construction**  
[Romanian National Agency for European Solidarity Corps](#) | [SALTO ESC Resource Centre](#)
  - Creating content and tools for mentoring (newsletter, blog posts, podcast, micro-learning)
  - Facilitating monthly online workshops and annual residential events for mentoring practitioners
  - Designing and facilitating training courses for mentors and organisations (Focus Mentoring)
  - Facilitating and managing community development (on Facebook, Instagram, Howspace)
  - Mentoring mentors and coordinators
  - Publications: A Mentoring Competence Framework (2024), Reinforced Mentorship (2025)
  - Promoting and disseminating mentoring

**Sector** International Voluntary Service | Non-formal Education | International Youth Work
- 2018 - **Course creator and online learning expert | HOP Council SALTO EECA**  
[HOP](#) | [SALTO Eastern Europe & Caucasus](#)
  - Designing and developing the online course HOP! Plan, create and publish your first online course
  - Mentoring course development of online and blended courses developing long-term training courses with a Blended Learning Design on intercultural awareness
  - Facilitating blended programmes „HOP Crash Course” (annually, 2020 - 2026)

**Sector** Online Education | Non-formal Online Learning | International Youth Work
- 2016 - **Intercultural trainer and coach | Online instructor**  
[KIIK Kölner Institut für interkulturelle Kompetenz e.V.](#), Köln
  - Designing and developing long-term blended training courses on intercultural awareness
  - Developing and conducting workshops on intercultural sensitivity and competence

**Sector** Intercultural Cooperation | Online Education | Vocational Education

- 1997 - **Trainer | European Solidarity Corps (former European Voluntary Service)**  
Foundation for the Development of the Education System (FRSE) / National Agency of the Erasmus+ and European Solidarity Corps programme, Warsaw (2002 – today)  
KURVE Wustrow, Wustrow (1997 – 2005)
- Developing and conducting training courses for volunteers (about 12-15 trainings per year): preparation training (pre-departure training), introductory training (on-arrival training), intermediate evaluation (mid-term evaluation), evaluation seminar (final evaluation), and training courses for coordinators and mentors from voluntary organisations
  - Publication of bilingual brochures (EN-PL): Meant to be a Mentor (2015), Undiscovered Country (2013), A propos Poland (2007)
  - Improving the overall concept and quality of the volunteer support cycle
- Sector** Training | International Voluntary Service | Non-formal Education
- 2006 - 2024 **Intercultural Trainer | Polish Trainer-Pool Erasmus+**  
Foundation for the Development of the Education System (FRSE) / National Agency of the Erasmus+ and European Solidarity Corps Programme, Warsaw  
 Developing and conducting training for "Erasmus+", "Youth in Action", "Polish-Lithuanian Youth Exchange Fund" and the SALTO EECA, e.g.:
- "Non-formal Project Quality Academy" (PAJP): training courses on group dynamics (2012), intercultural learning (2008), coaching approaches (2011, 2013) and learning organisation (2009)
  - "Develop2gether" - Polish-Lithuanian Contact-making training (2015, 2013, 2011, 2009)
  - Cooperation with other EVS trainer pools (SALTO EECA)
  - "Among others". Intercultural education in Universities (FRSE / PNWM)
- Sector** Training | Non-formal Education | International Youth Work
- 2004 - 2013 **Intercultural trainer | University lecturer**  
RADIUS Communication & Intercultural Cooperation
- Conducting training courses on intercultural co-operation for and assessing students of the European Administration Management studies (Berlin School of Economics and Law)
- Sector** Training | Intercultural Cooperation | Formal Education | University
- 1998 - 2003 **Trainer**  
Fachbereich Frieden und Konflikt im Zentrum Ökumene
- Co-ordinating training courses for conscientious objectors working with elderly and disabled people
- Sector** Training | Coaching | Formal Education | Social-/Community work | Compulsory service
- 1996 - 2010 **Trainer / Counsellor / Coach**  
transfer – consulting and training e.V.
- Conducting seminars and training courses
  - Counselling (national & European funding programs)
  - Developing and implementing pedagogical programmes
- Sector** Training | Coaching | Non-formal Education | International Youth Work
- 1990 – 2004 **Seminar leader / Trainer / Coach | Project co-ordinator**  
Service Civil International (SCI-Germany) and Jeden Świat (Service Civil International, Poland)
- Training for workcamp co-ordinators & trainers
  - Coaching teams of international trainings
  - Publishing training materials
  - Developing a network for experienced trainers, facilitating communication within the network
- Sector** Training | Non-formal Education | International Voluntary Service | East-west Co-operation

## EDUCATION AND TRAINING

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- ongoing **Professional development in the field of training and coaching**  
 A full list of training courses will be supplied on request.
- 2000 – 2002 **Coaching in international youth work /  
 Coaching in der Internationalen Jugendarbeit**  
IJAB e.V. / transfer e.V., Bonn and Cologne, Germany

- Facilitation intercultural communication
- Intercultural competence
- Leading international groups and teams
- Human resources development
- Marketing, public relations, fundraising
- Know-how for Europe, European Institutions

1999 – 2000 **Solution-oriented counselling | Lösungsorientierte Beratung**

[wdöff training & consulting](#), Bonn, Germany

- Focusing on systems, solutions and resources
- Facilitating communication and counselling of individuals and teams

1987 – 1996 **Diploma in psychology | Diplom-Psychologist**

[Saarland University](#) (Universität des Saarlandes), Saarbrücken, Germany

- Intercultural Psychology
- Group Dynamics & Organisational Development
- Pedagogy and Pedagogical Psychology
- Evaluation and Research

PERSONAL SKILLS

Mother tongue German

Other language(s)

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	
English	C2	C2	C2	C2	C2
Polish	C1	C1	C1	C1	B1
French	B1	B1	B1	B1	-

Levels: A1/2: Basic user - B1/2: Independent user - C1/2 Proficient user  
Common European Framework of Reference for Languages

Communication competence

- Intercultural sensitivity and competence (living and working in Poland for more than 20 years now)
- Intercultural communication skills, sensitivity and experience in working with intercultural teams and groups (both in German-Polish and international/multicultural teams)
- Experience and competence in coaching individuals, teams and organisations

Organisational / managerial competence

- Extensive experience in designing, organising and running workshops, seminars, training courses
- Organisational and project management skills

Job-related competence

- A broad variety of methodological approaches and pedagogical tools
- Engagement, creativity and flexibility

Digital competence

- Good command of Open Office tools and basic skills in website design and programming (html, css)
- Broad knowledge of web-conference platforms and digital tools for teaching and learning, collaboration and communication
- Social Media Competence (twitter, Facebook, Instagram, LinkedIn, Pinterest, etc.)
- Broad knowledge of content and learning management systems (like contao, wordpress, learndash, moodle) as well as various online learning platforms
- Competence of designing and implementing Online and Blended-Learning programmes
- Competence in designing and facilitating online learning

Other competence

- Writing skills (publications)
- Creative visualisation (presentations)

Driving licence

- B | C1 (German driving licence for cars and trucks up to 7.5t (Klasse 3))

ADDITIONAL INFORMATION

Publications  
References

**Publications**

A full list of publications will be supplied on request or can be found on [michaelkimmig.eu](#).

**References**

A list of training courses as a(n) (international) trainer can be found on [SALTO-YOUTH.net](#).

ANNEXES

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