**Learning outcomes - Interdisciplinary International Summer School**

**Building a Sustainable and Diverse Team (BSDT)**

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| **Symbol** | **Learning outcomes** |
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| **Knowledge: knows and understands** | |
| K\_BSDT\_W01 | key pillars of teamwork, such as roles, goals, dynamics, and structure |
| K\_BSDT\_W02 | basic team characteristics and qualities of an effective team |
| K\_BSDT\_W03 | principles of building an effective and diverse teams |
| K\_BSDT\_W04 | expert feedback mechanisms and its characteristics |
| K\_BSDT\_W05 | rules of team play and their supportive role in coordination and minimize misunderstandings |
| K\_BSDT\_W06 | principles of balancing a diverse team |
| K\_BSDT\_W07 | key cultural dimensions and recognizes common cultural pitfalls |
| K\_BSDT\_W08 | culturally appropriate conflict resolution methods and the importance of empathy, flexibility, and adaptive communication in multicultural contexts |
| K\_BSDT\_W09 | principles of building inclusive, diverse teams for sustainability-focused collaboration |
| K\_BSDT\_W10 | how permaculture ethics (Care for People, Care for the Earth, Fair Share) and principles apply to team processes and local action |
| **Skills: is able to** | |
| K\_BSDT\_U01 | use practical tools to identify a key pillars for a team success |
| K\_BSDT\_U02 | apply principles of building a diverse and sustainable team |
| K\_BSDT\_U03 | identify obligations and responsibilities in a team using structured tools and methods |
| K\_BSDT\_U04 | actively engage in resolving team challenges to address and overcome obstacles |
| K\_BSDT\_U05 | develop strategies for fostering mutual understanding |
| K\_BSDT\_U06 | create and role-play a tailored plan for resolving a cross-cultural team conflict in a business environment |
| K\_BSDT\_U07 | collaborates effectively in diverse groups to co-create locally relevant sustainability initiatives |
| K\_BSDT\_U08 | applies permaculture principles to design small-scale, regenerative, team-based projects |
| K\_BSDT\_U09 | facilitates inclusive teamwork by integrating feedback, diverse perspectives, and shared responsibility |
| **Social competence: is ready to** | |
| K\_BSDT\_K01 | build a diverse team, and cooperate with representatives of other cultures |
| K\_BSDT\_K02 | sustainably participate in a team using acquired skills and create a diverse team |
| K\_BSDT\_K03 | be an active member of a team in a supportive and respectful manner to strengthen team culture |
| K\_BSDT\_K04 | find balance in a diverse team to build synergy and enhance team problem-solving |
| K\_BSDT\_K05 | build trustworthy relationships, addressing conflicting interest and promoting effective team collaboration |
| K\_BSDT\_K06 | work constructively in multicultural and interdisciplinary environments. |
| K\_BSDT\_K07 | reflect on own role in team dynamics and contributes to continuous improvement of group collaboration |