

LMD ADVISORS PRE-SELECTION CRITERIA

The criteria for pre-selecting potential LMD Advisors will follow a unique approach centred on examining facilitation and personal skills and, to a lesser degree, on knowledge, expertise and content. The LMD Program has extremely high standards and norms, making it challenging to become an accredited LMD facilitator. The selection of potential LMD Advisors is made based on the following criteria:

1. Facilitation

We are looking for persons that:

- Have broad experience in the facilitation of events, meetings, and training;
- Have sound experience as a coach or as a trainer in the area of attitude, behaviour, and personal development;
- Understand that facilitation is not restricted to delivering and explaining content, but more about finding out where people are and what they need to open up for their own learning and development;
- Stimulate and inspire others with many different and dynamic techniques to become courageous, curious and conscientious;
- Communicate verbally in a clear and engaging manner in order to create and maintain trust and openness.

2. Personal skills

We are looking for persons that:

- Have and demonstrate wisdom, patience, and the wish to give, contribute, and develop others;
- Are able to really understand others and are focused on how they can support others to further develop themselves;
- Demonstrate respect, reliability and integrity;
- Master active listening and dialogue;
- Feel confident and happy within themselves, are at peace with themselves;
- Are strong personalities, not only because they are strong, focused and successful in what they want to achieve, but moreover because they feel they are okay and happy with who they really are.

3. Content expertise

We are looking for persons that:

- Have knowledge of leadership, management, and personal development;
- Can organize material, manage time, deliver and structure a workshop;
- Have personal experience to relate to and use this to provide practical examples.

4. Other skills

We are looking for persons that:

- Have experience as a manager;
- Have the ability to represent the WCO at the level of top executive and senior management of Customs administrations, donor organizations, participants, etc.;
- Are proficient in English. Proficiency in one or several additional language(s) is an asset.