



## INVITATION

### Cross-Cultural Competence in CSDP Missions and Operations

Kilkis, 3 - 7 February 2025  
(Training activity number 24-25/32/2)

The Hellenic Multinational Peace Support Operations Training Centre (MPSOTC), under the auspices of the European Security and Defence College (ESDC), has the pleasure and honour of inviting you to the **Cross-Cultural Competence in CSDP Missions and Operations course** to be held in Kilkis from 3 to 7 February 2025.

This course aims to provide the fundamentals for understanding the cultural environment of a CSDP mission and to provide the participants with a comprehensive set of cross-cultural knowledge and skills.

The course consists of an e-learning element and a residential element, and constitutes an introduction to cross-cultural competence in multiple environments, including fragile and conflict-related environments. The training involved uses blended learning, including personal interactions that focus on combining civilian and military perspectives with interdisciplinary expertise

The ESDC is committed to ensuring an inclusive, gender-sensitive, anti-racist, and anti-discriminatory learning environment. Only in an inclusive environment can all participants, and thus the ESDC and its partners, thrive and realise their true potential. The ESDC therefore particularly encourages applications from candidates who are likely to be underrepresented on the course.

We invite you to nominate participants for the Cross-Cultural Competence in CSDP Missions and Operations course in order to successfully build a network of cross-culturally competent personnel (civilian, police, diplomatic and military) from Member States, EU institutions, bodies, and agencies capable of taking part in CSDP missions and operations.

**Fergal Ó Regan**  
*Acting Head of the European Security  
and Defence College*

**Col (GRC A) Dimitrios Karatzas**  
*MPSOTC Commander*

**Annexes**

Annex A: Administrative Information

Annex B: Draft Schedule



Annex A TO  
CCC INVITATION

## **Administrative Information**

**Target Group:** The course is open to both civilian and military/law enforcement personnel from EU Member States and EU institutions and agencies who are assigned to be deployed or are already deployed to CSDP missions. The course is also open to third country participants.

**Places and nominations:** The course has 35 places. In general, one place will be allocated per Member State. If the total number of applications allows, one additional place can be allocated. EU Member States, EU institutions, bodies and agencies, and CSDP missions and operations are invited to nominate up to two candidates.

**Applications:** Applications from the EU Member States and EU institutions and agencies are to be filed by designated nominators via the ESDC secure internet system ENLIST at <https://esdc.europa.eu/enlist/login> no later than **6 January 2025**. A list of the relevant ENLIST nominators can be found on the ESDC website at <https://esdc.europa.eu/nominators/>. Registration will not be final until confirmed by the ESDC Secretariat and upon submission of the requested personal data in ENLIST by the confirmed participants.

**Language:** The working language is English, interpretation will not be provided.

**Attendance:** Attendance is mandatory during the entire course. A certificate will be awarded on the last day to those who have completed the full course, including the e-learning modules.

**Residential:** This element of the course will take place at the MPSOTC's premises in Kilikis, from **3 to 7 February 2025** (08:00-14:00).

**e-Learning:** The course will be preceded by a mandatory e-Learning module (AKU) (set to start from **13 January 2025** on the ESDC eLearning platform ILIAS), which needs to be finalised before the residential phase (**Monday 3 February 2025**) in Kilikis begins.

**Costs:** All costs for travelling, accommodation and catering (including breakfast) during the residential element of the course will be covered by the sending authorities.

**Dress code:** During the course, smart/business casual for civilians and service uniform (BDU) for military and law enforcement personnel. Smart casual for the social event.

**Liabilities and Insurance:** Any costs arising from medical emergencies should be covered by the participant's medical insurance provided by the sending country / organisations. The organiser does not provide health or accident insurance for participants. We strongly advise EU participants to have a valid European Health Insurance Card upon their arrival to Greece.

**Registration is not final until confirmed by the ESDC Secretariat. Please do not book flights and accommodation before receiving confirmation.**

**Further information:** More information regarding MPSOTC and its training activities can be found on its webpage: <https://mpsotc.army.gr>. Training will be carried out under the supervision and support of the European Security and Defence College (ESDC), using the approved ESDC Curriculum for IBM in CSDP, which can be found here: <https://esdc.europa.eu/curricula/>.

Additional information such as the course programme, directions and other relevant information will be provided to confirmed participants in due time.

**Points of contact:**

Course Director

Major (GRC-A) Dimitrios NIKOLAOU

Phone: + 30 23410 27468 (int. 140)

Email 1: [mpsotc@hndgs.mil.gr](mailto:mpsotc@hndgs.mil.gr)

Email 2: [d.i.nikolaou@army.gr](mailto:d.i.nikolaou@army.gr)

ESDC Training Manager

Jessica GUSSARVIUS

Email: [jessica.gussarvius@eeas.europa.eu](mailto:jessica.gussarvius@eeas.europa.eu)

## Draft Schedule

Monday 3 Feb 25	Tuesday 4 Feb 25	Wednesday 5 Feb 25	Thursday 6 Feb 25	Friday 7 Feb 25
In – Processing	Self-reflection/self-awareness	Cultural diversity-cultural stereotypes	Cultural self-awareness reinforcing the affective aspect of learning	Cultural Property Protection
08:00-08:45	08:00-08:45	08:00-08:45	08:00-08:45	08:00-08:45
ESDC Presentation	Self-reflection/self-awareness	Applying civilian and military methods to cultural awareness and operationalisation of culture	Cultural self-awareness reinforcing the affective aspect of learning	Cultural Property Protection
09:00-09:45	09:00-09:45	09:00-09:45	09:00-09:45	09:00-09:45
Course Introduction	Self-reflection/self-awareness	Applying civilian and military methods to cultural awareness and operationalisation of culture	Good practices in cross-cultural competence	Course evaluation
10:00-10:45	10:00-10:45	10:00-10:45	10:00-10:45	10:00-10:45
Cultural diversity-cultural stereotypes	Cross-cultural communication and negotiation in security and defence contexts	Multicultural project management and leadership	Good practices in cross-cultural competence	Graduation ceremony
11:00-11:45	11:00-11:45	11:00-11:45	11:00-11:45	11:00-11:45
Cultural diversity-cultural stereotypes	Cross-cultural communication and negotiation in security and defence contexts	Multicultural project management and leadership	Case studies	Transportation to Thessaloniki SKG Airport
12:15-13:00	12:15-13:00	12:15-13:00	12:15-13:00	12:00-14:00
Cultural diversity-cultural stereotypes	Cross-cultural communication and negotiation in security and defence contexts	Multicultural project management and leadership	Case studies	
13:15-14:00	13:15-14:00	13:15-14:00	13:15-14:00	
Free	Free	Course lunch (Hosted)	Free	