

## Intercultural Institute for Master Coaches (IIMC) Instructors

**Akiko Maeker, PhD**, is Founding Partner and Director of Coaching at Interculturalist, LLC. Founded in 2009, Interculturalist LLC helps organizations become more interculturally capable to thrive within domestic and global diversity. It offers training, coaching, assessment, consulting, and innovative educational programs for individuals and organizations from a wide range of organizations in educational, governmental, corporate, and non-profit settings.

As a principal consultant and coach at Interculturalist, LLC, Akiko brings a dynamic combination of three areas of expertise: IDI (Intercultural Development Inventory) guided intercultural learning and development, D&I (Diversity and Inclusion) Systems Coaching™, and emotional intelligence development.

Akiko's coach-specific training was through Coach Training Program (CTP) offered by Coach 21 (currently Coach A) and has been coaching professionally since 2004. She is currently in the process of applying for the International Coach Federation (ICF) Professional Certified Coach (PCC) credential. In the past, Akiko has served on the ICF's Ethics and Standards Committee and Ethics Education Sub-committee as well as attended many of the ICF annual conferences and an advanced conference (Cultural Competency). For the last three years, Akiko has been serving as an executive D&I Coach at the Forum on Workplace Inclusion's D&I Coaching Center.

She is one of a small faculty team of senior administrators of the Intercultural Development Inventory (IDI) who teach IDI Qualifying Seminars to certify individuals to become IDI Qualified Administrators. In addition, Akiko is a certified Emotional Intelligence and Diversity (EID) trainer.

Akiko holds a B.A. in Intercultural Studies from Kobe College, Japan, and an M.A. in Educational Policy and Administration and a Ph.D. in Organizational Leadership Policy and Development from the University of Minnesota. Her Ph.D. dissertation, "Coaching in a Diverse Society: Coaches' Perceptions of Culture and Intercultural Competence in Coaching" uncovered the need for intercultural competence to be integrated into the professional training of coaches. She has taught as a teaching fellow at the University of Minnesota Duluth's Labovitz School of Business and Economics and as a senior lecturer at University of Minnesota Twin Cities' Carlson School of Management. She speaks English and Japanese.

Akiko's past clients include individuals and teams from organizations such as Best Buy, 3M, Agilent Technologies, Minnesota Department of Employment and Economic Development (DEED), Dakota County, Hennepin County, Hazelden Betty Ford Foundation, and Saint Paul Chamber Orchestra, as well as educational institutions such as Augsburg University and the University of Minnesota.

**Paul Maeker** is a Founding Partner and Director of Training at Interculturalist, LLC. He is Interculturalist's creative mind and enjoys partnering in the creative and innovative process.

Paul has experience in designing and tailoring curriculum that aims to increase intentionality in culture-learning and self-discovery in defining one's own cultural identity, especially as it relates to other cultures. With a balanced mix of right and left brain thinking, he uses a solid analytical intelligence and fun-loving nature to deliver intercultural training. Paul has delivered intercultural training programs to

international assignees and executives of major companies, such as Cargill, Pentair, and 3M, as well as NPOs and higher education institutions. Previous work has included teaching intercultural communication and leadership at the university level. He is a Qualified Administrator of the Intercultural Development Inventory.

Paul holds a BA in Political Science and International Relations and an MA in International and Intercultural Education. He is currently working on a PhD in intercultural education at the University of Minnesota and focusing on the relationship between political leadership and intercultural development. Originally from Texas, USA, he has lived and worked in China and Japan and has traveled in Asia, Europe, and the Middle East.