


**Patricia Panikulam****Research** patricia.panikulam@institutimagine.org**Core business****PHASE 1** Skill development**PHASE 1** Evaluation**Personal and relational qualities****PHASE 1** Communication**PHASE 1** Analysis, synthesis and critical thinking**PHASE 1** Open-mindedness and creativity**PHASE 1** Commitment**PHASE 1** Integrity**PHASE 1** Balance**PHASE 1** Listening and empathy**Business management and value creation****PHASE 1** Managing change**PHASE 1** Decision-making**PHASE 1** People management