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**Skills development in distributed work processes – Breaking down the barriers of traditional occupational fields?**

**Kompetenzentwicklung in verteilten Arbeitsprozessen - Entgrenzung traditioneller Berufsfelder?**

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One consequence of process-oriented working structures is the creation of new forms of “distributed work”. These work processes are organised via individual departments within a company, various companies within a corporation or between corporations at a national and international level. One of the most important organisational forms of distributed work is projects with a time limit. Using the example of an international project, the article shows how growing proportions of cross-border work tasks are leading to the emergence of a new skills profile, for which the traditional systems of initial and continuing training are ill prepared.