

Curriculum Vitae – Lenni George



"I am a facilitator, trainer and consultant, with over 20 years international experience in a wide range of subject areas including; public sector management and leadership capacity development, human resource management and development and equality to name but a few"

Family name: **George**

Nationality: **British**

First names: **Lenni Maria**

Civil Status: **Married**

Date of birth: **28 Jan 1965**

Education:

Institution, Date	Degrees and Diplomas obtained
Birmingham City University 2012 -	PhD Capacity Development for Social Enterprise
Birmingham City University 2012- 2013	Postgraduate Certificate in Research Methods
Sheffield University UK 1990-1994	Masters Degree - M.Ed. Training & Organisational Dev
Fielden House Productivity Centre 1989	Postgraduate Diploma in Training Management
Fielden House Productivity Centre 1987	Postgraduate Certificate in Training Practice

Language skills: Indicate competence on a scale of 1 to 5 (1 - excellent; 5 - basic)

Language	Reading	Speaking	Writing
English		Mother tongue	
Italian	2	2	2
Greek	5	5	5
Spanish	5	5	5

Membership of professional bodies: Fellow of the Chartered Institute of Personnel and Development (FCIPD) and Academic Council of the United Nations (ACUNS)

Other skills: researcher, facilitator, executive coach, trainer of trainers, writer, distance learning tutor, manager. I am experienced in developing policy papers, and designing training for public policy makers

Present position: Director

Years within the firm: thirteen

Key qualifications: I am currently undertaking doctoral research as a PhD candidate, I hold a postgraduate certificate in Research Methods, a masters degree (M.Ed) in training and organisation development, a postgraduate diploma in training management, a certificate in Training delivery, the UN Basic and Advanced Field Security Training an Belbin accredited team builder, (trained by Prof Meredith Belbin) and accredited cross cultural competence trainer accredited and trained by Richard Lewis.

Examples of Specific County and Experience

Italy/Switzerland/International - Developed a two week programme for the ILO aimed at policy makers for youth employment Part one is dedicated to the policy cycle and part 2 is policy and programming themes such as Youth employment policy, youth entrepreneurship, rights based approach to policy dev. **((Training design))**

Birmingham UK Working with large private sector organisations on values and social enterprise development, in particular Human resource management and development, including: Leading change, managing conflict, performance management, **(organisational development, training)**

Milan Italy - Working with multinational company on Leadership, conflict resolution, negotiation skills and the capacity development of their International Training team (South Africa and India) **(training)**

Beirut- Lebanon Delivering training and facilitation for UNHCR staff working in the MENA region on Livelihood issues. **(training and facilitation)**

Torino, Italy - Enterprise Development Summer Academy. Facilitating the event for and International audience of 200 and delivering electives on Market Orientated Business Development, HRM and Leadership in Small Enterprises. **(facilitation)**

Geneva Switzerland ILO - Women's Entrepreneurship Development - Updating of programme materials, design of new programme field testing in Kenya and the development of new TOT and accreditation process with field testing in South Africa for one of the UN agencies. **(training design and delivery)**

Torino, Italy - Chamber of Commerce of Turin - HRM for Building effective partnerships. A training programme delivered over 5 months to develop the capacity of Committee members to work in partnership **(training)**

Mombasa, Kenya - Federation of Kenya Employers, Sustainable Enterprise Development for medium and large businesses. **(training)**

UK, Dublin Ireland & Nordic Countries - Xerox Europe Leadership programme and team development programme **(training)**

Midlands UK - Extensive Training Local government officers in partnership building and brokering for public-private partnerships, using professional actors and role players to bring the scenarios to life **(capacity development)**

Brussels Belgium - International Facilitator for UN agency strategic planning workshop, including sessions on building strategic alliances **(facilitation)**

Prishtina, Kosovo - Capacity Development for BSPK (federation of free trade unions) including creating membership databases, how to develop and prepare newsletters and communication strategies. Internal organisation and staffing **(capacity development)**

Warwickshire, UK - Local government -Management and leadership development programme 10 day programme delivered over 5 months. **(training)**

Brussels Belgium -Capacity development in partnership working for gender bureau and training for gender desk officers for European Union **(capacity development)**

Prishtina Kosovo - Government, Employers Organisations and Trade Unions, Facilitating round table of social partners in "an agenda for equality" - advocacy and equality. **(facilitation)**

Zambia Facilitated building of Business-government partnerships through roundtables on Employer responses to HIV and AIDs and Gender Equality in the workplace **(facilitation)**

Publications

2012 - Pedagogical Editor for Distance learning component of Torino University and ILO Masters degree in Cultural Heritage

2012 - Author of GEOSA (Gender Equality and Organisational Self Assessment) online course four modules

2011 - Co-Author **Women's Entrepreneurship Development, Facilitators Guide**, ILO

2010 - [Contributor] to the Maternity Rights Training Packages, ILO (pedagogical editing contribution)

2008 - Trainers guide to the Maritime Labour Convention 2006, ILO

2007 - [Contributor] Sustainable enterprise promotion through good workplace practices, ILO

2006 - The handbook of Occupational classification of Kosovo (Editor)

2005 - To the power of 3 - public private partnerships, European Agency for Reconstruction

2002 [contributor] Business Development distance learning package, for small and medium enterprise Development, ILO,

2002 P to the power of 3 - Public private partnerships, George & Sakalis

2002 The partnership Broker Tool Book - Enabling New Leadership in cross sectoral development, UN DPI

2001 The UN Coaching handbook, UNSSC

2000 The Guiding Hand - contributor to conceptual design and content

1999 How to organise and run learning workshops [Editor] - joint UNICEF and UN Staff College publication

Professional experience

September 2001 - Present, Chief Executive, The Development Alchemists Ltd

The Development Alchemists is a highly creative and innovative training and organisation development consultancy. As joint owner, I am responsible not only for the day to day running of the business but also its strategic development. The aim of the development alchemists is to help draw out the latent potential that exists in both organisations and individuals. We engage a wide range of associate alchemists utilising their talents to make sure we offer leading edge training and consultancy solutions. See www.dev-alchemist.com

May 1999 -September 2001 United Nations Staff College, Learning and Facilitation Support Team

I have worked across the United Nations agencies and organisations with a mandate to support the Secretary-General's reform process through designing and delivering learning interventions of a multi-agency or cross agency nature. In particular, my remit was to provide trainer and facilitator training (both face to face and at distance). I was also responsible for UN Leadership and senior management development, and the development of Business partnerships.

Feb 1993 -March 1999 Founder and Director of The Learning Company

As the Director of The Learning Company, I was responsible for the strategic development and day to day operations of an innovative training and organisational development consultancy. This includes managing twenty permanent staff, and up to twenty project/associate staff, and a turnover of approximately \$1,600,000. The Learning Company has a client base that crosses public and private sector and includes international assignments.

1989 - 1993 - Management Development Officer

Working as an internal consultant I was responsible for the design and implementation of the management development strategy for the Social Services Department of Warwickshire County Council. Principal activities included;

- The design and delivery of management training
- Facilitating Top team development
- Managing the management development budget and resources
- Organisational Development
- Negotiating with external training providers and validating bodies
- Evaluating the effectiveness of management development activities
- Team building

1987 -1989 Training Officer

I was based in a central training team providing consultancy and direct training to a number of client departments of Devon County Council.

1986-1987 -Training Assistant/Officer

Working for an Environmental Task Force I was responsible for the administration and co-ordination of a variety of training and development activities before undertaking my trainer training qualification and being promoted to the role of training officer then responsible for the design and delivery of a range of training programmes.

1984-1986 Actress - Greater Manchester Theatre Company

Actress and writer working in theatre in education and community based theatre.