

CHRISTOPHER SZECSEY (say-chay)

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FOCUS: Internationally recognized **Capacity Building/Capacity Development Consultant**, and **Capacity Transfer Trainer/Facilitator Specialist** w/40 years of international development experience with teams, groups, and organizations including NGOs, INGOs, UN agencies, and government agencies, in over 50 countries.

KEY QUALIFICATIONS:

- Solid experience in providing **technical assistance in program design, planning, implementation, assessment, learning, monitoring & evaluation** on multiple **civil society, health, education, food security, & agriculture** programs/projects, with international development key players including CARE, Counterpart International, FHI 360, GIZ, IBTCL, IREX, Pact, Pathfinder, Save the Children, Social Impact, The Asia Foundation, UNICEF, UNDP, UN-FAO, etc.
- Expertise in designing and leading high-impact trainings, workshops, and tools on **organizational and program capacity assessment & building**, including **strategic & action planning, stakeholder collaboratives/partnership development, leadership/management, team development**, etc. honed by a wealth of practical experience in field and program management, and past senior leadership roles in large development assistance programs.
- Expertise in various methodologies and processes in workshop design and facilitation including **participatory adult learning & interactive approach, as well as in Appreciative Inquiry applications**, resulting in increased engagement and participant ownership in support of more positive change efforts. Highly skilled in development of **training modules and curriculum, as well as the delivery of Training of Trainers (ToT)**.
- **Excellent multicultural communication abilities**, fluent in English, with intermediate Spanish, and basic Indonesian. Highly adept in **relationship building & coaching** in diverse cultures and in leading and **integrating** programs and stakeholder groups.

COUNTRIES OF EXPERIENCE:

- **Africa:** Democratic Republic of Congo (2x), Ethiopia and Kenya (6x); Zimbabwe (4x); Malawi and Mozambique (3x); Uganda and Tanzania (2x); Botswana, Ghana, Mali, The Gambia, and Liberia.
- **Asia/Pacific Islands:** Indonesia (11x); Vietnam (6x); Japan, Philippines (5x); Thailand and Nepal (4x); Bangladesh (2x); China (2x); Malaysia, Myanmar, India, Sri Lanka, Kiribati, and Tuvalu.
- **Central Asia, the Caucasus, and Russia:** Kyrgyzstan (7x); Kazakhstan (4x); Azerbaijan, Armenia (3x); Georgia (2x); Afghanistan (2x), Turkmenistan, Tajikistan, and Russia (2x).
- **Latin America/Caribbean:** Dominican Republic (2x); Nicaragua (2x), Guatemala (2x), Bolivia, Ecuador, Peru, México, El Salvador, Honduras, Costa Rica, and Haití.
- **Middle East/Gulf:** West Bank and Gaza (Palestine) (3x); Jordan, Egypt, and Kuwait (2x).

PROFESSIONAL EXPERIENCE-INDEPENDENT CONTRACTOR, *Worldwide*, 1994 – 2022

- For 28 years, serves as *Consultant, Short Term Technical Expert, Trainer, & Facilitator* for short-term consulting assignments with NGOs, INGOs, government, and multilateral agencies worldwide in 50 countries.
- Designs and implements programmatic and organizational capacity building initiatives and trainings on technical aspects to support assessment, planning, management, and M&E of various health, education, agriculture, food security and humanitarian assistance programs, and other facets such as partnership development and tools, leadership and team strengthening, change management, and staff development.
- Other consulting services include developing curriculum, modules, guidelines and training tools, conducting monitoring and evaluation, and facilitating Training-of-Trainers sessions, Appreciative Inquiry (AI) application trainings, multi-stakeholder collaboration/partnership and network building, change processes, systems development, and community mobilization for local project collaboration and implementation.
- *Selective international assignments on the next page.*

Description	Location	Organization/ Position	Description, Date
Organizational Capacity Building/ Capacity Development	Democratic Republic of Congo	International Business & Technical Consultants, Inc. <i>Capacity Building Specialist</i>	Supported capacity-building of USAID Mission in Monitoring, Evaluation, & Learning (MEL). First visit: Administered & analyzed results of MEL training needs assessment and developed MEL training & capacity building plan for Mission. Second visit: Produced 3-day detailed MEL training module for Mission staff using adult education, participatory processes. <i>Apr-Sept 2018</i>
	Guatemala	Counterpart International, <i>Capacity Building Specialist & Workshop Trainer/Facilitator</i>	Civil Society Organizations (CSO) network capacity building: Designed network performance assessment survey, carried-out CSO ED interviews & summarized findings, designed & facilitated workshop for Open Government CSO network, etc. <i>Jan-Feb 2017</i>
	USA	Johns Hopkins University, Bloomberg School of Public Health, <i>Trainer</i>	Designed and facilitated “ <i>Managing NGOs in the Health Sector</i> ” for up to 25 graduate students which included organizational capacity building and social profit performance, Appreciative Inquiry, Positive Deviance, and Open Space Technology. <i>Feb - Mar. '14 and '15</i>
	Bangladesh	Counterpart International, <i>Technical Advisor and Trainer</i>	Provided technical expertise to the national Leadership Development Program for community leaders and youth change agents in civic education and training design, including the writing of training modules, with appendices, on Participatory Community Appraisal, Youth Action & Advocacy, and Appreciative Community Mobilization (each training module 28-56 pages). <i>Jan. - Apr. '13</i>
	USA, Mozambique	Core Group, <i>Workshop Designer and Facilitator</i>	Facilitated a 3-day Southern Africa regional event for TOPS/FSNN participated by USAID and regional INGO and local NGO staff. Designed sessions on partner organizational and technical capacity strengthening and regional network development and the use of participatory approaches such as Appreciative Inquiry. <i>Jul. -Sept. '11</i>
	Kyrgyzstan	GIZ/Government Ministry of Health	Provided technical support and training in Appreciative Inquiry applications for <i>Health Care Systems Development</i> Regional Project in Central Asia. <i>May '10 – Jul '11 (3 in-country visits)</i>
	USA	Glen Price Group/American Red Cross, <i>Technical Advisor</i>	Co-designed and led organizational learning and change process with the International Services Division, focusing on strategic planning, leadership development and team building. <i>Jan. – May. '07</i>
	Kenya	Social Impact/FHI, <i>Senior Technical Advisor</i>	Designed and rolled out trainings for two USAID-funded, five-year integrated health projects (primarily PEPFAR HIV/AIDS related), with emphasis on partner NGO capacity building in the Rift Valley and Coast regions. <i>Aug. '06 – Nov. '10</i>
	Ethiopia	Social Impact/Center for Disease Control (CDC), <i>Trainer</i>	Served as the Team Leader for a team of consultants, oversaw the design and roll-out of training programs for 80 staff in Appreciative Inquiry for teambuilding, organizational strengthening, and program improvement. <i>Nov. '08 – Feb. '09</i>
	Armenia	Counterpart International, <i>Technical Advisor and Trainer</i>	Designed and led Capacity Building of three Intermediate Support Organizations and six NGOs in a national civic advocacy strengthening project. <i>Dec. '06– Feb. '07</i>
USA, Indonesia	Save the Children, <i>Acting Deputy Chief of Party</i>	Served as an Acting Deputy Chief of Party for Aceh’s post-conflict & post-tsunami relief, recovery & development efforts. Built the capacities of the national staff on operational administration to effectively manage, five Save the Children district operations, each with 40 to 100 staff <i>Sept. – Dec. '05</i>	

	China	The Asia Foundation/China NGO Network, <i>Technical Advisor and Trainer</i>	Provided training and technical services for NGO sector building, specifically on capacity and network strengthening. <i>Mar. – Aug. '05</i>
	USA	Forefront, <i>Workshop Designer and Facilitator</i>	Designed and conducted a workshop for an international network of human rights activists. <i>Jun. '02</i>
	USA	Project Concern International, <i>Workshop Designer and Facilitator</i>	Designed and facilitated an <i>Organizational Learning and Change</i> process for headquarters & field staff. <i>Jul. – Dec. '00</i>
Program Capacity Building/ Capacity Development- Technical Assistance	Zimbabwe	Save the Children, <i>Workshop Designer and Facilitator, Food Security and Nutrition Network (FSNN)</i>	Designed and facilitated a 3-day food programming lessons learned and action workshop on food security, resilience, and stakeholder cooperation for the “ <i>Technical and Operational Performance Support Program (TOPS)</i> ” project, participated by various NGOs, INGOs, government agencies, and USAID Zimbabwe. <i>Jun.–Aug. '14</i>
	USA, Asia	Core Group, <i>Workshop Designer and Facilitator</i>	Directed the overall design and facilitation of a 3-day participatory and cross-learning event for TOPS/FSNN. Provided technical assistance in developing specific sessions on capacity building and partnership in complex and integrated programs, strengthening collaborative leadership to support program delivery, and putting learnings into practice. <i>Apr. '11</i>
	Afghanistan	Counterpart International, <i>Technical Advisor and Trainer</i>	Provided technical assistance to the “ <i>Initiative to Promote Afghan Civil Society (I-PACS II)</i> ” program to establish and operationalize the National NGO Advisory Committee and introduce AI to the Community Dialogue & Policy Engagement component for community issues’ identification and organizing advocacy and stakeholder collaboration. <i>Jan. – Feb. '11</i>
	Tajikistan, Kyrgyzstan, Kazakhstan, Turkmenistan	Social Impact/Counterpart International, <i>Senior Technical Advisor</i>	Recruited to provide training on national staff development and technical assistance on two projects 1.) USAID-funded Civil Society Support Initiative for an NGO partnership/network and capacity building with AI; and 2.) Health NGO Capacity-Building Initiative, with AI for community health programming. <i>Aug. '03 – Jul. '05 (4 visits completed)</i>
	UK, Peru	Education Action International, <i>Technical Advisor</i>	Provided training expertise on learning inquiry, program development, and resource generation for an NGO School and Community Democracy Project. <i>Jan.'03-May '04</i>
	China	The Asia Foundation, <i>Workshop Designer and Facilitator</i>	Facilitated workshops for NGOs and multinational corporations on migrant labor and on supporting projects to foster labor rights & improve workers’ conditions. <i>May – Oct. '03</i>
Capacity Transfer/ Trainings	Georgia	Caucasus Environmental NGO Network, <i>Trainer</i>	Delivered a Training of Trainers (ToT) program for regional NGO leaders of the Network, specifically on how to design and apply adult learning, participatory, and interactive learning approaches. <i>Feb. – Mar. '14</i>
	Armenia	Counterpart International, <i>Trainer</i>	Reviewed and developed the ToT framework and approach on Community Mobilization and Development for the organization. Incorporated AI as a strength-based process for community application. <i>Jul. '12</i>
	USA	Johns Hopkins University, <i>Trainer</i>	Conducted a ToT session on <i>Enhancing Social Profit Performance: Understanding Capacity Development & Working with People</i> for a graduate class composed of 25 students. <i>Feb. '10</i>
	Russia	Intertraining, <i>Trainer</i>	Designed and facilitated a ToT on AI for consultants, trainers and facilitators from Russian-speaking countries of the former Soviet Union. <i>May – Jun. '06</i>

Stakeholder Collaboration/ Partnership Development	USA, Bangladesh	Save the Children US, <i>Technical Advisor</i>	Designed tools, processes, and a Strengthening Partnering and Capacity Building framework for INGOs and local NGO collaborative projects. <i>Mar. – Apr. '11</i>
	Vietnam	Pathfinder International, <i>Technical Advisor</i>	Designed and led an INGO-government National Health Partnership Assessment, made recommendations on strengthening work relationship for a women's reproductive health project, and supported the development of the case study and lessons learned on the partnership. <i>Jun. – Dec. '07</i>
	Indonesia	Glen Price Group/FAO-UN, <i>Technical Advisor</i>	Co-designed and led a multi-stakeholder (FAO, Government, INGOs, & NGOs) project development and collaborative planning process for a provincial livelihood and sustainable resource management initiative. <i>Feb. – May. '07</i>
	Vietnam	NGO Networks Health Project, <i>Workshop Designer and Trainer</i>	Developed and delivered a workshop on local NGO Partnering and Capacity Building for CARE, Save the Children, PATH, and Plan International staff. <i>Aug. '02</i>
	Honduras	Catholic Relief Services, <i>Technical Advisor</i>	Designed and conducted a Partnership Strengthening workshop for CRS staff and local NGO partners. <i>Oct. '00</i>
	Thailand	UNICEF/Thailand Gov't/Life Skills Development Foundation, <i>Workshop Designer and Facilitator</i>	Designed and facilitated a National Level Partnership workshop for government and NGOs on Child Rights & Life Skills. <i>Jan. '99</i>
	Thailand	CARE/Asia, <i>Technical Advisor</i>	Led a regional conference for CARE/Asia country mission staff and NGO/government partners on Partnership Strengthening and Program Planning thru AI. <i>Dec. '98</i>
	USA, Malawi	UNICEF/Save the Children, <i>Workshop Designer and Facilitator</i>	Designed and conducted a workshop on Partnership Building and Program Collaboration. <i>Nov. '98</i>
Strategic and Implementation Planning	Kuwait	NGO <i>en.v</i> <i>Technical Advisor</i>	Designed and facilitated strategic and action plan review and next round of future planning with national all women's NGO. <i>Jan. – May. '18</i>
	Kuwait	IREX <i>Technical Advisor and Trainer</i>	Designed and facilitated strategic and implementation planning, including organizational development for IREX partner organization/local NGO through 2 visits. <i>Feb. – Apr. '16</i>
	USA	Initiatives, Inc. /CURAMERICAS, <i>Technical Advisor and Trainer</i>	Led capacity building initiatives, specifically on strategic planning, board strengthening, and organizational development. <i>Aug. '09 – Jun. '10</i>
	Indonesia	The Asia Foundation, <i>Technical Advisor and Trainer</i>	Developed training programs for strategic planning, program priorities and directions, organizational development, and team building. Also, conducted senior staff leadership development sessions. <i>Nov. '08 – Jan. '09</i>
	Ethiopia	Carter Center, <i>Workshop Designer and Facilitator</i>	Supervised a team of consultants; designed and delivered workshops using AI, for the Ethiopia Democratic Dialogue Initiative and its emerging NGO national advocacy efforts, with a focus on NGO development through strategic planning & phase over from the Carter Center to the new NGO. <i>Apr. – Jun. '08</i>
	Sri Lanka, Indonesia, and USA	Glen Price Group/American Red Cross, <i>Technical Advisor</i>	Co-led the Strategic & Annual Planning session for a 4-year tsunami recovery and development project in three areas: Program Delivery, Collaboration/Partnership, and Organizational and Programmatic Effectiveness. <i>May. – Oct. '06</i>

Afghanistan	The Asia Foundation, <i>Technical Advisor</i>	Carried out a Strategic Planning session using the AI process on policy and advocacy, communications and outreach, and institutional strengthening for the Afghan Government's Ministry of Women's Affairs including rapid appraisal of the ministry's work, staff development, and a 2-year project planning and donor coordination within the ministry. <i>Jan. – Apr. '06</i>
Azerbaijan	Adventist Development and Relief Agency (ADRA), <i>Workshop Designer and Facilitator</i>	Designed and delivered a Strategic Planning process for country program priorities. <i>Apr. – Sept. '03</i>
Tanzania	CARE, <i>Technical Advisor and Trainer</i>	Led the annual Organizational and Program Planning workshop for senior staff. <i>Feb. '01</i>

PAST PROFESSIONAL EXPERIENCES/ADDITIONAL TRAINING:

SAVE THE CHILDREN (SC), <i>Asia and the Pacific</i>	1985 – 1994
<i>Executive Level: Director, Eastern Indonesia</i>	<i>1991-1994</i>
<i>Executive Level: Director, Aceh, Indonesia</i>	<i>1988-1991</i>
<i>Executive Level: Director, Republic of Kiribati</i>	<i>1985-1987</i>
<ul style="list-style-type: none"> Oversaw a \$200,000 USD, USAID-funded, “Regional Partnering and Capacity Building in Eastern Indonesia” grant for NGOs with focus on women's education and empowerment and resource management. Oversaw an annual budget of \$300,000 USD in directing the large and multi-year, “Community Based Integrated Rural Development” program in sustainable agriculture, economic development, health and education and developed a local NGO partnership network. Managed the “Community Based Integrated Island Development” program, a \$225,000 USD, USAID-funded grant implemented in the Republic of Kiribati. Carried out local staff development, NGO capacity building, and program planning trainings at SC's regional and field offices in Bangladesh, Thailand, Indonesia, Vietnam, Myanmar, Philippines, Palestine, Mali, Nepal, Mozambique, Malawi, Azerbaijan, Ethiopia, Zimbabwe, Haiti, Jordan, Kenya, West Bank/Gaza, and Russia. 	
-UNDP/Government of Nepal, <i>Project Coordinator, Nepal</i>	1982 - 1984
-Farallones Institute, <i>Director of International Programs, USA</i>	1978 - 1982
-Center for Developmental Teaching, <i>Coordinator, Mexico</i>	1976 - 1977
-United States Peace Corps, <i>Volunteer, Ecuador</i>	1971 - 1975

PROFESSIONAL AFFILIATIONS:

-Glen Price Group, Inc., <i>Senior Associate, www.glenpricegroup.com</i>	
Stewards of the Coast and Redwoods, <i>Advisory Board member & Committee member of Diversity, Equity, & Inclusion Committee, www.stewardscr.org</i>	
-WellKind, <i>Advisory Board member, www.wellkind.org</i>	
-Global Student Embassy, <i>former Board Member and Chair; www.globalstudentembassy.org</i>	
-Outer Voices, <i>former Board Chair, www.outervoices.org</i>	
-Seeds of Learning, <i>former Board Member, www.seedsoflearning.org</i>	

EDUCATION and AWARDS:

-Recipient, Warren Award for Professional Achievement, <i>Verde Valley School</i>	2003
-Executive Certificate Program, <i>Case Western Reserve University, USA</i>	1998
<i>Global Change & Social Innovation/ Appreciative Inquiry, Global Excellence in Management (GEM) Initiative</i>	
-B.A. Anthropology & Political Philosophy, <i>University of the Pacific/ Callison College, California</i>	1967 – 1971

SELECTIVE PUBLICATIONS:

- **Szecsey, Christopher**, Co-Author, *The State of California Department of Education: Positive Institutional Change Through Appreciative Inquiry*; and Co-Author, *Inspiration, Engagement, and Empowerment: A Strong Learning Community's Journey for Continuous Improvement with Appreciative Inquiry*, both articles in *Exceeding Expectations: An Anthology of Appreciative Inquiry Stories in Education*, Taos Institute Publications/WorldShare Books, 2014.
- **Szecsey, Christopher**, and Morris, Debbie. *Healing Deep Wounds through Collaborative International Development Planning using Appreciative Inquiry in Mozambique*, AI Commons, Case Western Reserve University, 2003.
- **Szecsey, Christopher**, and Skaggs, Timothy. *Images of a New Future: Documentation on Appreciative Inquiry Applications in the Philippines* (Community Mobilization, Partnerships, & Organizational Development). Collaboration of Global Excellence in Management (GEM)em Initiative & Save the Children/US, 2000.