

Marc Steinlin

Curriculum Vitae



Date of birth: February 11, 1970 in Basel (Switzerland)
Marital status: Single
Nationality: Swiss citizen
Profession: Sociologist MA, University of Zurich
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Name of Firm: IngeniousPeoplesKnowledge Consultants CC, 107 Heritage House, 20 Dreyer Street, 7735 Claremont, Cape Town, RSA
Email: marc.steinlin@i-p-k.ch
Occupation: Consultant for Change & Knowledge Management, Indigenous Knowledge, Education & Human Rights

Key Qualifications & Skills at a Glance

- ❖ **Change Management/ System Transformation:** excellent expertise in bringing transformation and change to institutions, communities and other social systems through the use of innovative, highly participatory methods (facilitation of whole system change, large group methods, ...)
- ❖ **Facilitation:** strong record in designing and delivering high-impact events with diverse goals/ any size of groups;
- ❖ **Knowledge Management and Human resource development:** profound knowledge as well as a developed sense to adapt systems, organisations and technology to human needs and behaviours;
- ❖ **Human Rights:** good knowledge, especially Human Rights Based Approach to Development (HRBA) and minority/indigenous rights and the UN system, but also on international law in general (e.g. humanitarian law);
- ❖ **Development cooperation/policy:** very good knowledge on development cooperation practice and policy issues;
- ❖ **Strategy development:** strong skills in analysing complex situations/facts and develop comprehensive concepts/strategies; thinking ahead; strong sense for opportunities of innovative ways;
- ❖ **Management Skills:** profound applied knowledge in planning/definition, implementation, monitoring and evaluation of projects; "Originator" for ideas and innovations; very good skills in organisation and leadership;
- ❖ **Communication and networking:** very good skills in the recognition of social patterns and processes and the management of all kinds of communication situations; charismatic and natural manner in public (good promoter/champion of ideas and viewpoints), good networker with natural sense to build up extensive networks of relations; good resource investigator; good skills in lobbying and advocacy;
- ❖ **Empathy for the human nature:** good sense and knowledge of the human character, strong ability to empathize, very sensitive for needs and motivations of counterparts.

Professional Experience

2006 to date Independent consultant
IngeniousPeoplesKnowledge, Cape town & Zurich

- Founder of company, work as independent consultant
- Transformation and Knowledge Management for Development (Strategy development; approaches, tools & techniques; ICTs for development)
- Transformation Management for Development: Design & Facilitation (change management, whole system



2000-2006

- approaches, large group methods (Open Space Technology, RTSC, Appreciative Inquiry, World Café, ...))
- Mobilisation and valorisation of indigenous / traditional & local knowledge of the poor
 - Human rights (human rights based approach for development; indigenous peoples & minority issues; right to development)

Programme co-ordinator

Helvetas, Swiss Association for International Cooperation, Zurich

- Development and implementation of the Helvetas Knowledge Management System & Strategy; conducting various consultancies and workshops (internal & external)
- Consultancies and Backstopping in the field of Knowledge & Information/Communication Technologies (ICT) for development
- Member of the project team developing a new Helvetas Project Monitoring System (development, testing and worldwide implementation)
- Technical Advisor on Human/Minority Rights and Peace Promotion, in especial the Human Rights Based Approach to Development
- Consultancies in the field of education (ICTs in Education, didactical means, new pedagogical/didactical approaches)
- Missions to India, Bhutan, Paraguay, Albania, Moçambique, Mali, Guatemala, Laos

1999

Internship as project module leader in international co-operation

Programme d'Appui à la Décentralisation (PAD), *Helvetas-Mali*, Bamako/Bougouni

- Design, execution and analysis of a survey/database on local elections in Mali
- Workshops/trainings in project management and informatics

1998-1999

Internship as assistant of the head of the foreign department

Helvetas, Swiss Association for International Cooperation, Zurich

- Evaluation of activities in the training sector and strategy development
- Project planning, financing, fundraising

1993-1998

Teacher/tutor in statistical programming/ Trainer in adult education

Sociological Institute of the *University of Zurich*; Business school of the *Kaufmännischer Verband Zurich (KVZ)*

- Training courses in informatics (incl. preparation of didactical materials)

1991-1998

Several positions

Telekurs AG, Zurich; icontel AG, Zurich; Global Telecom & Network Services of the UBS, Zurich

- Task force member in credit card service, assistant at a video conference centre, computer consultant, management of small IT projects, user support & training

Post-secondary Education

2001-2002

Post-degree Certificate Course in Development Cooperation

NADEL/Swiss Federal Institute of Technology (ETH), Zurich

- Training in projects/programme planning; Corruption and control of corruption; Rapid Organisational Appraisals (choice of partner institutions); Knowledge Management in development; Local knowledge in development; extension in development cooperation

1990-1997

Licentiate (Master of Arts) at the University of Zurich

(concluded with 'summa cum laude')

Main subject: Sociology

- World system/society, transnational economic relations; cultural sociology and philosophy, inter-cultural communication; tourism, leisure and life-style sociology

1st subsidiary subject: International Relations

- Developmental politics, theories and developmental co-operation; democratisation processes; country risk analyses

	2 nd subsidiary subject: International Law
1976-1989	<ul style="list-style-type: none"> Human rights and humanitarian international law; minority rights/right of self-determination <p>School attendance in Biel-Benken and Oberwil/BL (Switzerland) with maturity</p>
Honorary activities	
2004-2006	<p>Member of the board of directors of <i>MediCuba Suisse</i></p> <ul style="list-style-type: none"> Strategic management and controlling of overall strategy, activities and projects
2000-2005	<p>Member of the Incomindios Working Group on the UN/Geneva Technical Advisory Group</p> <ul style="list-style-type: none"> Representational tasks at many UN conferences (UNHCHR, WIPO), attainment of the ECOSOC consultative status II, participation at symposia Project leader of the "Indigenous Peoples @ WSIS" Initiative, delegate at the WSIS Phase I Lobbying/advocacy with governments, IGOs and other institutions for indigenous positions/demands; elaboration of arguments and position papers on substantial agenda items Policy advice/support of indigenous delegates; trainings and information events on indigenous issues in the international system
1997-1999	<p>Chairman of the board of directors of <i>Incomindios Switzerland</i></p> <ul style="list-style-type: none"> Restructuring of the organisation; elaboration of a fund-raising strategy/system Long-term planning of goals; strategic planning/realisation of activities and projects Preparation and guidance of the associations meetings Representation of the association in the public, networking with international organisations, governments and other institutions
1993-1996	<p>Member of the <i>Commission for Developmental Issues of the University/ETH Zurich (KfE)</i> – '94-'96 as Vice-president</p> <ul style="list-style-type: none"> Management of the commission (small projects, editorial works, public events, networking)
1992-1993	<p>Founding and executive board member of the students association of political sciences at the University of Zurich</p>
Special trainings	
2009	The Art of Hosting: Facilitating Conversations that Matter, <i>The Art of Hosting Network</i> , Hazelwood (Devon, UK)
2009	Biennial Meeting on "Organisation for Creativity" of the <i>Community Development Resource Association (CDRA) / Centre for Development Practice</i> , Cape Town
2008	Shambhala Summer Institute, with the <i>Authentic Leadership in Action (ALIA) Institute</i> , Halifax
2007	Training Course in Workshop/ Meeting Facilitation with <i>Marvin Weissbord & Sandra Janoff</i> , Founders of Future Search Conferences and Authors of "Don't Just Do Something, Stand There!", Johannesburg
2006	Global Experience Exchange on Human Rights Based Approach for Development, with the <i>Swiss Agency for Cooperation and Development (SDC)</i> , Thun
2005	Training course in Change Management / "Large Group Facilitation Methods" (Future Search Conference, RTSC, OpenSpaceTechnology, Appreciative Inquiry) " <i>Frischer Wind</i> ", Zürich/Regensdorf
2004	Training course on the Human Rights Based Approach to Development with <i>SDC</i> , Bern
2004	Summer School in Minority & Indigenous Peoples Rights at the <i>Irish Centre for Human Rights/University of Ireland</i> , Galway
2003	Training in conflict analysis and "Peace and Conflict Impact Assessments" (PCIA) at the <i>Competence Centre for Peacebuilding KOFF / SwissPeace Foundation</i> , Bern
2003/'04	Trainings in Negotiation Skills with <i>SDC/CENAD (Centre for European Negotiation & Decision-making)</i> , Bern
2000/'01/'02	Various <i>Bellanet</i> Seminars on Knowledge Management for Development Organisations (at <i>Int.</i>

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'06/'07	<i>Centre for Development Studies</i> , Brighton; <i>MS Swaminatan Foundation</i> , Chennai; <i>E. Mondlane University</i> , Maputo; <i>ISNAR</i> , Den Haag; Utrecht); partly as co-organiser / trainer / facilitator
2001	Spanish course, <i>Centro de Lenguas e Intercambio Cultural</i> , Seville, Spain (Superior advanced level)
1999	Preparation course for professionals in international co-operation at <i>CINFO</i> , Biel/Bienne
1998	Training for facilitators, <i>Swiss Centre for Agricultural Extension (LBL)</i> , Lindau/Zürich
1998	Course in managerial-economics and business admin; <i>Federal Institute of Technology (ETH)</i> , Zürich
Consultancies/ Missions	
2010	<p>Switzerland (for Swiss Interchurch Aid HEKS): Design and delivery of a facilitation training, introducing participants into new change management/ facilitation approaches</p> <p>Switzerland (for International Labour Organisation ILO): Design and facilitation of a combined gender training/ strategic planning workshop, using highly participatory transformation approaches</p> <p>South Africa (for the Donor Committee for Enterprise Development DCED): Design, organisation and facilitation of the International Conference on Business Environment Reform and the Informal Economy: "How Business Environment Reform Can Promote Formalisation — Learning From Our Experiences"</p>
2009	<p>Switzerland (for International Labour Organisation ILO): Design and facilitation of several annual strategy workshops</p> <p>Switzerland (for International Labour Organisation ILO): Design and delivery of several facilitation trainings (Introduction Workshops and Master Classes)</p> <p>Lebanon (for International Labour Organisation ILO): Facilitation of a transformational workshop for the Gender Network of the ILO to implement the ILO Gender Action Plan in the Arab Region</p> <p>Switzerland (for International Labour Organisation ILO): Appreciative Inquiry Summit on promoting & empowering General Service Staff by leveraging experiences, expertise and pockets of knowledge</p> <p>Switzerland (for Incomindios Switzerland): Design & facilitation of a strategic future search workshop</p> <p>Switzerland (for Swiss Interchurch Aid HEKS): Design & facilitation of the International Forum of HEKS, dealing with strategic sense-making/ decision taking in highly participatory ways</p> <p>Switzerland (for WorldRadio Switzerland/ Radio Suisse Romande): Preparation & facilitation of a strategic Open Space</p>
2008	<p>South Africa (for Media in Education Trust, Durban): Design, Delivery and Facilitation of a Training/ Change Process to Introduce a Human Rights Based Approach to the Organisation</p> <p>Italy (for International Training Centre of the ILO): Design and Facilitation of Two Transformational Workshops for the Gender Network of the ILO to Implement the ILO Gender Action Plan</p> <p>Italy (for International Fund for Agricultural Development/ IDRC): End-of-Project Learning Workshop of KariaNet (Regional Knowledge Network of the Arab Region)</p> <p>Kenya (for BioVision Switzerland): Design and Facilitation of a Planning Process/ Platform to Plan a New Phase of the Infonet Project using a Whole System Approach; Consultation on Project Design</p> <p>Switzerland (for International Labour Organisation ILO): Design and Delivery of Facilitation Trainings (Introduction Workshops and Master Classes), Introducing Participants into New Change Management/ Facilitation Approaches</p> <p>Italy (for International Labour Organisation ILO): Design and Facilitation of the Interagency Conference on Local Economic Development</p> <p>[Cambodia] (for UNDP): Planning and Analysis Work of a Mid-Term Review of the "Insight for Action" Project (Mission carried out by M. Jack from I-P-K)</p>
2007	<p>Switzerland (for Helvetas): Job Introduction of the new Knowledge Manager of Helvetas</p> <p>South Africa (for Swiss Agency for Development and Cooperation): Co-Facilitation of a Training Workshop on Knowledge Management</p>

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Ethiopia (for International Labour Organisation ILO): Knowledge Management Workshop for Dutch-funded Projects in the African/ Arab Region
Switzerland (for Swiss Interchurch Aid HEKS): Coaching of the Drafting Process of a Knowledge Management Strategy Process for HEKS
Kenya (for BioVision Switzerland): Backstopping Mission (Usability Study, User Assessment and Planning) for an Internet-based Platform on Organic Farming in East Africa
Switzerland (for International Labour Organisation ILO): Baseline Study on the State of Knowledge Management in the ILO
Indonesia (for International Labour Organisation ILO): Knowledge Management Workshop for Dutch-funded Projects in the Asian Region

- 2006** **Italy** (for the International Fund for Agricultural Development IFAD): Support in the development of an organisation-wide knowledge management strategy
Sri Lanka (for Helvetas): Introduction of a human rights based approach (training/planning)
- 2005** **Switzerland** (for International Labour Organisation ILO): Evaluation of a knowledge management project in the Employment Sector
Guatemala (for Helvetas): Introduction of the new Helvetas Project Monitoring System (pms)
United States of America (for Incomindios): Fact Finding Mission with Native American Education Institutions as foundation for the mid-term programming of the education portfolio
Cuba (for MediCuba): Advising for a Knowledge Sharing Workshop of the stakeholder community of all MediCuba project partners
Laos (for Helvetas): Backstopping / Appraisal Mission on the Introduction of Knowledge Management into the Agricultural Extension System of Laos
Vietnam (for Helvetas): Introduction of the new Helvetas Project Monitoring System (pms)
- 2004** **Philippines** (for Helvetas): Co-Facilitation of a Knowledge Sharing Workshop of worldwide Helvetas projects in the working area "Civil society & state"
Mali (for Helvetas): Assessment of communication needs in various projects, development of analytical tool for analysing and mapping communication needs
- 2003** **Paraguay** (for Helvetas): Animation of sensitisation workshops on communication with farmers, technical extension in ICT for development, introduction innovative models of communication and related infrastructures
- 2002** **Moçambique** (for Helvetas / Bellanet): Assistance in workshop organisation on knowledge management for development, facilitation and interventions
Albania (for SDC): Appraisal of the feasibility of an educational project (resource centre for didactic means)
- 2001** **Paraguay** (for Helvetas): Consultancy on the application of Knowledge Management and ICT for Development in rural context, aiming at the promotion of knowledge exchange among farmers
Albania (for SDC): Project planning of a resource centre for didactic means
Bhutan (for Helvetas): Consultancy on the introduction and consolidation of IT into a teacher training seminary; development of innovative approaches of student exposure to IT

Other Qualifications

Languages

	Speaking	Reading	Writing
German	mother tongue	mother tongue	mother tongue
English	excellent	excellent	excellent
French	excellent	excellent	good
Spanish	good	good	fair

Informatics

Profound knowledge of PCs and Macintosh, excellent knowledge of MS Office, Lotus Notes and many office applications, very good knowledge of the Internet (Web2.0 applications like Blogs, Wikis, social networking sites, ...), basic knowledge in Lotus Domino and GIS Systems, Content Management Systems (Joomla, WordPress, Weblication, ...)

Cape Town, March 1st, 2010