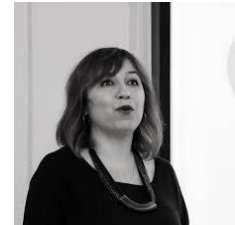




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Martina Stažnik

Qualifications:

Psychotherapist under supervision, practitioner of system therapy and cybernetic, *The School of Cybernetics and Systems Therapy Department of Psychiatry, Faculty of Medicine, University of Zagreb and Association for Cybernetics Psychotherapy and Organization, Rijeka, Croatia (European Accredited Psychotherapy Training Institute (EAPTI)*

MA in Political Science, *Zagreb University, Faculty of Political Science, with university pedagogical-psychological education.*

Practitioner Diploma in Executive Coaching, *accredit by ICF, EMCC and Middlesex University*; International Visitor Leadership Program „Current Social, Political and Economic Issues for Young European Leaders“ (*United States Department of State, Bureau of Educational and Cultural Affairs*); Certificate of professional development: EU Information, Training and Scholarship Program, *National Foundation for Civil Society, Croatia and European Citizens Action Service (ECAS)*; Mentor for Practical Quality Assurance System for Small Organizations(cro. SOKNO), *Academy for Educational Development* ; Consultant in the area of Citizen Participation, *Local Government Reform Program, The Urban Institute and USAID*

Professional experience:

Martina Stažnik has extensive experience in designing, hosting and facilitating learning and self-organizing processes, deep dialogues, large group participatory processes and numerous strategic conversations in all types of communities and organizations as well as various conferences using Art of Hosting practices for non-profits and corporate actors in Western Balkan and a broader international region for facilitating group conversations of all sizes.

As well, she brings extensive experience in process design, curricula development, in designing and implementing different leadership and capacity building programs as well as coaching and mentoring programs for civil society activist, professionals and adult learners. She has 15 years of professional experience of civil society sector development and experience of working in non-profits organizations with deep insight in political context and social processes, having both personal and professional experience in conflict /post-conflict environment area in Western Balkan countries and Turkey.

Martina is practicing holistic approach and integration of participatory leadership practice and system theory with body-mind-spirit practices in designing and implementing different transformational processes as well as learning processes with individuals, groups and organizations.

In areas of trauma, healing, traumatic stress, self help and self care and conflict transformation, she has in depth experience working, both on individual and group (organizational) level within her psychotherapy practice working as practitioner of cybernetic and systemic psychotherapy.

Key competences:

- Capability to drive *organizational transformations through shared processes and use of social innovations technology*. Extensive professional experience in the field of *social development and in social change development in area of Western Balkan*. Extensive experience in facilitation and providing support for transformation of civil society organizations in Western Balkan and introducing innovation approaches and methodologies. Experience in managing multi-cultural and multi-ethnic dialogues and processes.

- Extensive experience in designing and facilitating group engagement process, convening dialogues, designing learning programs, leading processes for innovation, facilitating and hosting workshops and seminars using *The Art of Hosting practices*. Core methodologies: *Circle, World Café, Open Space Technology, Pro Action Café, Appreciative Inquiry, Collective mind-mapping, Action learning, The Art of harvesting, Consensus decision making, Bohm Dialogue*.
- *Training and supervision of teachers and practitioners in the field of adult education* (introducing new educational contents and methodologies in the formal educational institutions using AoH, Becavta, Service Learning. Extensive experience in collaborating with high school and university education in curriculum development
- Extensive experience in work *with vulnerable groups*: people with disabilities, children with disabilities, minority, unemployed people, Roma minority, women's groups, human rights defenders etc.
- Extensive knowledge and experience in *strategic thinking and participatory strategic planning and organizational development*
- Extensive experience in *process design, curricula development, as well as in designing and implementing educational and capacity building programs*.
- Extensive knowledge and experience in *advocacy campaigns and development of public policies*.
- Extensive experience in training and consultancy in project development, project cycle management and evaluation, for nonprofit organization and SMEs. Extensive experience in developing, fundraising and implementing projects related education, labour market, employment and social inclusion.
- Very good knowledge about PRAG and required EC procedures related with grants and experience in assessing and evaluating EU funded project.

Directress at Vidya Consulting Ltd since June 2011-

- Organizational Development, Participatory Strategic Planning & Leadership, Individual Counseling & Coaching
- Organizing, designing and hosting / facilitating learning and self-organizing processes, deep dialogues, large-scale conferences and numerous strategic conversations in all types of communities and organizations.
- Practitioner of cybernetic and systemic psychotherapy

Directress at "Association for Civic Education and Social Development" (2000-2014)

- Development of organizational strategy, managing core programs and fundraising strategy, consultancy and training services to the nonprofit organizations. (www.dimonline.hr)

Publications:

Editor/member of Editor Board of publications: *Writing Effective Public Policy Papers, Academic Service-Learning Faculty Development Manual (2006), SOKNO Manuel (quality assurance system for nonprofit organizations, 2008)*, Papers published through publications: *Values in Action – Governance and Civil Society Activism (2010), "Accountability and Commitment Under Stress"– Career Planning in Civil Society Organizations (2009)*



Professional experience with references to the previous assignments related to process design and facilitation using Art of Hosting practices.

Company & reference person	Position	Description
<p><u>European Commission</u> <u>SIPU</u> <u>International AB</u> <u>TACSO - P2P</u> Neslihan Ozgunes, P2P Manager, neslihan.ozgunes@tacso.org</p>	<p>Senior Short Term Expert – Lead Facilitator</p>	<ul style="list-style-type: none"> ✓ Need assessment, tailor made process design and facilitation of the <i>Leadership Workshop for Rights-Based CSOs</i> from the Western Balkans and Turkey, human rights activist retreat on «Leadership for Turbulent Times» February – April 2017, Mavrovo, FRY Macedonia ✓ To assist in process designing and facilitation People to People Event Climate Change: <i>“Burning Issues, Solutions and Next Steps”</i> September 2016, Brussels, Belgium ✓ To assist in process designing and facilitation People to People Event <i>“Communication and Cooperation for Migrants Human Rights”</i> March – April 2016, Gevgelia, Macedonia ✓ To assist in process designing and facilitation People the People Event <i>“Transparent Allocation of Public Funds – EU good practices and Models”</i>, February – March 2016, Jahorina, BiH ✓ Process design and facilitation of the World Cafe session in scope of the P2P conference <i>„Civil Society and Beyond: A Joint Dialogue on the European Path“</i>, EMI Serbia Congress January – March 2016, Belgrade, Serbia ✓ “Senior STE: Lead Facilitator at International Social Entrepreneurship Conference”. Development of the methodology for implementing the eight World Café workshops in cooperation with TACSO staff, briefing and managing the assistant facilitators, preparation of all the materials that are needed to implement the workshops and leading the process of implementing the workshops February/March 2012, Istanbul, Turkey
<p><u>Government Office for Cooperation with NGOs in Croatia</u> Vesna Lendic Kasalo vesna.lendickasalo@udruga.vlada.hr</p>	<p>Consultant Facilitator</p>	<p>Expert support to the <i>Office in development of policy process design and facilitation of National Strategy for Development of Civil Society 2017 – 2021</i>. Coaching and mentoring Office team in application of Art of Hosting practices. September 2016 – April 2017, Zagreb, Croatia</p>

<p><u>European Commission SIPU International AB TACSO, Zorica Rasković</u> zorica.raskovic@tacso.org</p>	<p>Lead Facilitator</p>	<ul style="list-style-type: none"> ✓ Process design and facilitation of the OST (Open space technology) event, „Dialog today - civil society and possibility for action and impact on decision making processes in Serbia“ June 2017, Belgrade, Serbia ✓ Process design and facilitation of the People to People Event „Fundamental Rights, Public policy and practice - EU standards“ December 2016, Belgrade, Serbia
<p>University of Zagreb, Faculty of Education and Rehabilitation Sciences</p> <p>Jasmina Ivšac Pavliša jivsac@gmail.com</p>	<p>Consultant</p>	<p>Expert support participatory strategies for policy development in Building National Capacity to support Augmentative and Alternative Communication ACC as an Early Intervention Method for Children aged 0/8 years with Developmental Delay&Disabilities</p>
<p><u>Government Office for Cooperation withNGOs in Croatia Vesna Lendic Kasalo</u> vesna.lendickasalo@udruga.vlada.hr</p>	<p>Consultant</p>	<ul style="list-style-type: none"> ✓ Curricula development and tailor-made design of workshops which included methods of experiential learning for public companies and local and regional government about legislation related to donations and sponsorships for nonprofit associations. ✓ Coaching and development of internal trainers team September – December 2016, Zagreb, Croatia
<p><u>Government Office for Cooperation withNGOs in Croatia, Maja Tomićić</u> maja.tomicic@udruga.vlada.hr</p>	<p>Consultant</p>	<ul style="list-style-type: none"> ✓ Curricula development and tailor-made design of workshops which included methods of adult learning, for motivation and informing potential applicants on topics of common history and the development of active European citizenship for The Government Office for Cooperation with NGOs - coordinator of the Programme and functions as „Europe for Citizens Contact Point“. ✓ Coaching and development of internal trainers team September – December 2016, Zagreb, Croatia
<p><u>The Union of Autonomous Trade Unions of Croatia</u></p> <p>Darko Šeperić, darko.seperic@sssh.hr</p>	<p>Consultant</p>	<p>Consultant services in scope of the project “EDUCA – New system of trade union education”</p> <ul style="list-style-type: none"> ✓ Carrying out need analysis of trade union education model, ✓ Process design, and implementation methodology training, "training of trainers" for 20 participants and writing the Adult Education Methodology Manual. ✓ Supervision of trainers ✓ Advising the project team related to curricula design of future workshops, ✓ Design, preparation of materials and moderating the conference. <p>September 2015 – June 2016, Zagreb, Croatia</p>

<p><u>UNICEF Office in Croatia</u> <u>Durdjica Ivković,</u> divkovic@unicef.org</p>	<p>Consultant and facilitator</p>	<p>Facilitation of the consultation process and development of the National framework for early screening and diagnostic children of age 0-7 from 2016-2021 with of Autism Spectrum Disorder (ASD) 2014 – 2016, Zagreb, Croatia</p> <ul style="list-style-type: none"> ✓ Following the creation of the National framework for early screening and diagnostic children with ASD , providing support and facilitation the process of developing an Operational plan on implementation of the National Framework. Process was done in collaboration with key stakeholders in the overall governance structure from health, educational and social ministries. ✓ Providing support to the UNICEF team and facilitating the consultation process that included variety experts from health, educational and social sector as well as CSOs and parent organizations.
<p><u>UNICEF Office in Croatia</u> <u>Valentina Otmacic,</u> votmacic@unicef.hr</p>	<p>Facilitator</p>	<ul style="list-style-type: none"> ✓ Process design and facilitation of annual yearly <i>organizational retreat and teambuilding</i> 2017 with focus on burnout syndrome and stress relief of UNICEF office in Croatia May - June 2017 , Sv.Martin na Muri, Croatia ✓ Strategic Moment of Reflection meeting - process design and facilitation - UNICEF Croatia Country Management Team , UNICEF Croatia Programme Department, UNICEF Croatia Fundraising Department October 2016 – January 2017, Zagreb, Croatia ✓ Process design and facilitation of annual yearly <i>organizational retreat and teambuilding</i> 2016 with focus on cooperation strategies of UNICEF office in Croatia July 2015 July 2016, Varaždin, Croatia ✓ Process design and facilitation of annual yearly <i>organizational retreat and teambuilding</i> 2014 with focus on strategic aims of UNICEF office in Croatia May-June 2014, Trakošćan, Croatia
<p><u>Friedrich Ebert Stiftung</u> Blanka Smoljan, blanka.smoljan@fes.hr</p>	<p>Facilitator</p>	<ul style="list-style-type: none"> ✓ Process design and facilitation of the conference „Youth in Croatia and migrations: using World Cafe April 2016, Split, Croatia ✓ Process design and facilitation of the conference „Waste Management in Croatia: Where we are today and what next?“ using Open Space Technology for Association of Cities in Republic of Croatia“ June – July 2015, Zagreb, Croatia ✓ Preparing, designing and facilitation of Open Space Technology Workshop related to youth participation within local government and local policy development. November 2010, Zagreb, Croatia ✓ Preparing, designing and facilitation of Open Space Technology Workshop related to development of youth centre in Vukovar with local

		government representative, youth organizations, students and schools. January 2010, Vukovar, Croatia
<u>Foundation</u> <u>Dokukino</u> Goran Zarić, zari@dokukino.org	Senior Short Term Expert Consultant	Design and facilitation of three regional forums using Open Space Technology in scope of the project "Dialogue for the Future: The promotion of coexistence and diversity in Bosnia and Herzegovina", which is jointly implemented by UN agencies UNESCO, UNICEF and UNDP. January –June 2015, Sarajevo, Mostar, Banja Luka, BiH
<u>Government Office for Cooperation with NGOs in Croatia</u> Marta Raljević, marta.raljevic@uzuvrh.hr	Senior Short Term Expert Facilitator	<p>✓ STE provided assistance for the conference Regional Forum Europe for Citizens 2014 in: Developing process design using Open Space Technology; Preparing information materials on OST, workshop materials; workshop space in situ, delivering 2 days of workshop; providing adequate facilitation of workshops September – December 2014, Zagreb, Croatia</p> <p>✓ STE provided assistance for the conference Regional Forum Europe for Citizens 2012 in: Developing process design using Open Space Technology; Preparing information materials on OST, workshop materials; workshop space in situ, delivering 2 days of workshop; providing adequate facilitation of workshops October-December 2012, Varaždin, Croatia</p>
<u>The University of Zagreb, Center for the Advancement of teacher competence CeZaN</u> Jasenka Gojsic, jgojsic@unizg.hr	Facilitator	Process design and facilitation of Open Space and World Café workshops in scope of the conference Teachers' Day in Zagreb University September 2014, Zagreb, Croatia
<u>Foundation "Kultura Nova"</u> , Dea Vidovic, director.dea.vidovic@kultura-nova.hr	Facilitator	Process design and facilitation of conference using Open Space Technology, Word Café and Appreciative Inquiry for Collaborative Platforms Meeting (networks of organizations of civil society in areas of contemporary arts and culture) supported by Foundation "Kultura Nova" March 2014, Marija Bistrica, Croatia
<u>European Commission SICI DOMINUS</u> Asun Ródenas, lote7@sicidominus.com	Open Space Technology Lead Expert	Support to participation of Bosnia and Herzegovina in the Europe for Citizens programme Developing process design for two conferences Regional Partnerships Forums using Open Space Technology ; Preparing information materials on OST, workshop materials; workshop space in situ, delivering 2 days of workshop; providing adequate facilitation of workshops, preparing final report in English 2014 - 2015, Sarajevo, Banja Luka, BiH
<u>Office for Cooperation with Civil Society, Government of</u>	Senior Short Term Expert Facilitator	STE provided assistance for the process design and facilitation National conference : "The Vision, Mission – Creating the first National Strategy for Enabling Environment for the Development of Civil Society" Developing process design using Open Space Technology ; Preparing

<p><u>the Republic of Serbia</u> <u>Ivana Ćirković,</u> Director, ivana.cirkovic@civilnodrustvo.gov.rs</p>		<p>information materials on OST, OST working materials; OST space in situ, delivering 2 days of conference; providing adequate facilitation of OST conference January –February 2014, Beograd, Serbia</p>
<p><u>Šesti oblik Ltd</u> Contact: <u>Miljenka Plazonić</u> Bogdan, miljenka.plazonic@sestioublik.hr</p>	<p>Host/ Facilitator</p>	<ul style="list-style-type: none"> ✓ Co-designing and delivering international training Art of Hosting Meaningful Conversations, which enables a different size groups of participants from different backgrounds to learn how to co-create sustainable solutions for their complex issues, combining Open Space Technology, World Café and Appreciative Inquiry into powerful large-group meetings. August -October 2013, Zagreb, Croatia ✓ Co-designing and delivering international training Art of Hosting Meaningful Conversations with international trainers team, which enables a large group of participants (more then 30) from different backgrounds to learn how to co-create sustainable solutions for their complex issues, combining Open Space Technology, World Café and Appreciative Inquiry into powerful large-group meetings. May 2012, Zagreb, Croatia ✓ Training for Open Space Technology Training Facilitators - Development of the training design, workshop materials and training of the participants. February 2012, Zagreb, Croatia
<p><u>European Commission</u> <u>SIPU International AB</u> <u>TACSO- Croatia Office</u> Aida Bagić, aida.bagic@tacsosohr</p>	<p>Senior Short Term Expert Open Space Technology Facilitator</p>	<ul style="list-style-type: none"> ✓ STE to provide assistance to the TACSO Office Croatia in the following: Developing final design of the Civil Society Transformations Conference; Preparing information materials for interactive discussions in World Café format); Facilitating interactive discussions ; Preparing final report in English February/May 2013, Zagreb, Croatia ✓ Provision of facilitation services in scope of the NGO Days 2011. The intention were for all participants of NGO Days 2011 (citizens’ associations and other civil society organizations from Croatia) to be actively involved in this work using Open Space Technology method, which facilitate articulation of their vision of civil society in Croatia in the next five years and thus contribute to the first draft text of the new National Strategy and Action Plan: Designing two-day workshops taking place at NGO Days 2011 – developing plan of the implementation and preparing information materials on Open Space Technology, Completing work space arrangements for workshop in situ, Facilitation of the two-day workshops for approx. 140 participants, Preparing workshop materials in Croatian language. May 2011, Pula, Croatia

<p>European Commission SIPU International AB TACSO- BiH Office Slavica Drašković slavica.draskovic@tasco.hr</p>	<p>Senior Short Term Expert – Facilitator</p>	<ul style="list-style-type: none"> ✓ To assist TACSO BH in designing and facilitation People the People Conference “Transparent Allocation of Public Funds – EU good practices and Models” January / March, 2016, .Jahorina, BiH ✓ STE to assist TACSO BiH team in process design and assisting in both delivering facilitation and reporting of the conference “Keeping up the momentum with important processes for civil society in Bosnia and Herzegovina and WB and Turkey - Open Forum for Dialogue” December 2012/ February 2013 Sarajevo, BiH ✓ STE to assist TACSO BiH team to provide additional help to CSOs networks from Bosnia and Herzegovina in order to: implement their joint actions successfully and increase accountability of the network members towards own membership constituencies’ empowerment and their mobilization for policy dialogue: <ul style="list-style-type: none"> a. Assisting TACSO team in assessing inputs of the CSOs networks needed for the successful implementation of the joint planning event of the network; b. Assisting TACSO team in designing and assisting in both designing and delivering facilitation of the events of joint planning implemented by CSOs networks. c. development of the methodology using participatory AoH practices (World Cafe, Appreciative Inquiry and Open Space Technology) and facilitation for implementing strategic dialogue of Network for Building Peace and Women’s Groups in Bosnia and Herzegovina March 2012 - June 2013 Sarajevo, BiH
<p>European Commission SIPU International AB TACSO- BiH Office Jasenska Perović, jasenska.perovic@tasco.hr</p>	<p>Senior Short Term Expert – Facilitator</p>	<p>Facilitation services in relation to the Regional CSO Networks in the IPA Countries Conference (Sarajevo, 12 - 14 December 2011):</p> <ul style="list-style-type: none"> a) Facilitating conference working groups based on World Café methodology (participants’ discussion on various aspects of Regional CSO Networks’ intervention possibilities and capacity requirements in order to respond to the possibilities) ; b) Devising recommendations on further national and regional Action Points for the Regional CSO Networks in the IPA Countries <p>December 2011, Sarajevo, BiH</p>
<p>Mennonite Central Committee (MCC Southeast Europe), Sarajevo Randy Puljek-Shank mccrep@seeurope.mcc.org</p>	<p>Facilitator</p>	<p>Facilitation of two day conference “Increasing effectiveness of peace work in our societies” of MCC partners from BiH, Kosovo, Croatia and Serbia. Development of conference agenda and objectives in line with methodology Art of Hosting meaningful conversation and facilitation of the process. Used practices: Open Space Technology, Appreciative Inquiry, Storytelling, Circle Practice. September 2010, Sarajevo, Bosnia&Herzegovina</p>
<p>Social Democratic</p>	<p>Associate &Facilitator</p>	<p>Providing consultancy and facilitation services in scope of the Women’s Academy - Program of Political Education for Women's Activism. Development</p>

<p><u>Party Karolina Leaković,</u> karolina.leakovic@sdp.hr</p>		<p>of the curriculum and design of the process using AoH practices , providing facilitation and training services, providing trainings of trainers programs, evaluation and supervision meetings. October 2009 - June 2015, Zagreb, Croatia</p>
<p>Education and Teacher Training Agency Ivana Petanjek, ivana.petanjek@azoo.hr</p>	<p>Trainer and Consultant</p>	<p>Provision of in-service training for primary and secondary-school teachers, school-counselors in order to enhance participations' knowledge and skills in the design and delivery of effective goal-oriented workshops in primary and secondary schools and use of the It's About Ability: Learning Guide on the Convention on the Rights of Persons with Disabilities tool developed by the UNICEF.</p> <p>Development of the training design, workshop materials, training of the participants, evaluation and supervision meetings. Use of AoH practices.</p> <p>December 2011 - June 2012, Zagreb, Osijek, Slavonski Brod, Croatia</p>
<p><u>Grundtvig Learning Partnership , DIM – Association for Civic Education and Social Development</u></p>	<p>Associate/ Facilitator</p>	<p>“Enhancing Systemic Transformation - Sustainable Learning in Times of Chaos & Crises” (2012-2014) project aims at assisting people (learners) to develop an awareness of their situation, opportunities, impacts and interconnectedness in times of crises and chaos using system thinking in Hungary, Italy, Slovenia and Croatia. 2012 - 2014</p>

Clients: Faculty of Mechanical Engineering and Naval Architecture, University of Zagreb, Foundation for partnership and civil society development, Friedrich Ebert Stiftung Croatia/Serbia, Government Office for Cooperation with NGOs in Croatia , The Union of Autonomous Trade Unions of Croatia, Croatian Red Cross, Olof Plame Centre, The Regional Environmental Centre for Central and Eastern Europe , Ministry of the Family, Veterans' Affairs and Intergenerational Solidarity, Centre for Technology Development Development agency of Brod-posavina county, European Commission - EPRD, Faculty of Textile Technology, University of Zagreb , European Commission - Agency for Vocational Education and Training and Adult Education (AVETAE DEFCO), European Commission - CES DFC - Croatian Employment Service, Department for Financing and Contracting of EU projects, Brod-Posavina County, UNICEF, Zagreb Country office, Ministry of Social Policy and Youth, Croatia, USAID, , Croatian Railways Syndicate, CARE International BiH/C, Mechanical Engineering Faculty in Slavonski Brod, Josip Juraj Strossmayer University of Osijek , AbbVie Ltd , Pharmaceutical Research & Development.

Forum for Foster Care Quality , The Association for Civil Society Development SMART, Association DEŠA, Dubrovnik, Youth Center Zaprešić , Association for Local Development - Turbine of changes, HURID, Association Terra, Association for assistance people with mental retardation. Slavonski Brod, Association of the Blind Koprivnica Križevci County The Cerebral Palsy Society of Croatia; Children First Association, Step by Step Association, Autonomous Centre – ACT, Croatian Volunteer Centers Network, Union of Association of People with Disabilities in Karlovac County Association for persons with intellectual disabilities Karlovac County, Friedrich Neumann Stiftung, Serbia , Association for Democratic Prosperity – Zid, Montenegro.

Croatian Union of Associations of Persons with Disabilities– SOIH, Center for Gender Equality, Gender Task Forces, Stability Pact, Croatian Association of Societies for Persons with Mental Retardation, Association for promotion of quality education of youth with disabilities „ZAMISLI“, Association of Persons with Polio and Cerebral Palsy, Zagreb, Association of Multiple Sclerosis in County Bjelovarsko –bilogorska. , Croatian Union of Associations for Therapeutic Riding , Union of Croatian Civil War Invalids , Croatian Union of Association for Muscular Dystrophy , Union of Croatian Work Invalids Associations

