**CURRICULUM VITAE**

**APONDI NYANG'AYA**

**P.O. BOX 41983 00100 Nairobi, Kenya**

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**Rtc responding to conflict, 1046 Bristol Road, Birmingham,**

**B29 6LJ**

**INTERNATIONAL EXPOSURE**

Uganda - Somalia - Tanzania - UK – Italy – Dubai - Thailand - Djibouti - South Africa – Ethiopia, Nigeria, Ghana- Rwanda-South sudan, USA, Malawi

**SOME ORGANISATIONS SERVED**

OXFAM - Action Aid Kenya- Action Aid Africa - ACORD UK - **UNDP** - Norwegian Peoples Aid (NPA) - CARE Canada - ABANTU for Development - MS (Danish Volunteer Centre) – International Planned Parenthood Federation (IPPF) – AMREF - Legal Resources Foundation – Release Political Prisoners (RPP) – ANPPCAN – SALTLICK – FIDA - Education Center for Women in Democracy – ILRI – FAO – Africa Union (AU) – Kenya Veterinary Organisation – NOVIB - DFID – JICA-VSF Germany – WFP – South Sudan Anti Corruption Commission – CARE Somalia-VNG-ALGAK – IPPFARO (International Planned Parenthood Federation Africa Regional Office) – CARE Kenya

**LANGUAGES**

English, Kiswahili, Sign language, one Kenyan indigenous language

**DATE OF BIRTH 15/5/1961**

**NATIONALITY Kenyan**

**SEX Female**

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| **HIGHLIGHTS** **Expertise:** **Organisational Development and Gender** I am trained and qualified by the UN as a strategic planning facilitator for the UN country Strategic Planning Retreats (SPRs). I am also a trained and accredited Peace and Conflict transformation Faculty member of RTC UK (Responding to Conflict), which is an organization that trains conflict transformers worldwide.  **I have written “Move to Action”**; An advocacy training and reference toolkit for trainers and advocacy campaigners.  I have more than 15 years experience in social development. Since 1995 I have worked as a social development consultant and have successfully carried out assignments with many of our firm’s international and national clients. I have a certificate in International Training Skills from City and Guilds. I have also completed a course on NGO Management with the University of London.  I am especially proficient in the handling of assignments in security risk locations and have managed assignments in many African countries, Italy, Thailand, and Dubai. I have organizational skills with an ability for "seeing the big picture". I’m skilled in administrative problem solving, conflict resolution and grievance handling. I’m articulate and persuasive in written and verbal presentations and I have competence in the addressing of gender related issues and in the planning of gender responsive training and development processes. I have HF/VHF Radio communication skills and I’m excellent in sign language communication/interpretation. I have designed and developed many of my firm’s training modules and I work as a liaison with associate consultants whom I instruct and train.  **Faculty**   1. UN staff College; Facilitator for Country Strategic Planning Retreats 2. RTC UK (Responding to Conflict); Facilitator for Conflict Sensitive Approaches 3. The Leadership and Campaign Academy, NDI Kenya; Facilitator for building the capacity of politicians on Leadership and campaign. |

**PROFESSIONAL EXPERIENCE AND ACCOMPLISHMENTS**

**PERIOD:** December 1994 to date

**EMPLOYER:** KALAUSI Consultants

**DESIGNATION:** Managing Consultant

**CONSULTANCY:**

* Preparation and facilitation of an Urban Zoo Dairy Research dissemination meeting. ILRI, June 2019. Nairobi, Kenya.
* Design and Facilitation of a CultiAF Joint Inception Workshop, May 2019. Nairobi Kenya.
* Design and facilitation of a team building session for Equality Now, October 2018. Nairobi Kenya.
* Study Design and evaluation of public participation for service delivery in Homa Bay County. September to October 2018.
* Facilitation of Path International meeting, September 2018, Nairobi Kenya.
* Planning and Facilitation of the voices for health management meeting. Planned Parenthood Federation Global, January 2018. Nairobi Kenya.
* Design and Facilitation of a UN Country Team Planning Retreat. November 2017. Juba, South Sudan.
* Design, planning, and facilitation of a UN Rwanda strategic prioritization retreat. September 2017, Kigali, Rwanda.
* Design, planning, and facilitation of a UN Malawi Country team meeting. May 2017, Lilongwe, Malawi.
* Design, planning, and facilitation of a UN Nigeria Country team meeting. July 2017, Abuja and Anambra states, Nigeria.
* Design, planning and Facilitation of a Directors strategy meeting for International Planned Parenthood Federation. April 2017
* Planning and Facilitation of a meeting. Planned Parenthood Global meeting. Naivasha Kenya. December 2016
* Planning and Facilitation of SOAWR strategy meeting. November 2016. Nairobi
* Planning and facilitation of a PP Global leadership planning and review meeting. Nairobi, December 2016.
* Facilitation of a life-work balance session and presentation of a motivational talk for the PP Global staff retreat. December 2016, Naivasha, Kenya.
* Facilitation of a Voices for Health management meeting for Planned Parenthood Federation, Nairobi, August 2016.
* Design, planning and Facilitation of SOAWR (Solidarity for African Womens Rights) continent wide Coalition meeting. November 2016, Nairobi.
* Design and Facilitation of a team building retreat for SOAWR member organisations, an Africa-wide Regional Gender coalition. Contracted by Equality now. December 2015.
* Planning, design, and facilitation of an International meeting on Agriculture and Nutrition in informal settlements. International Livestock Research Institute (ILRI), October 2015, Nairobi.
* Planning, design and Facilitation of a Regional Public Health consultation. ILRI, April 2015, Nairobi.
* Facilitation of an Operational Planning process for Kenya Human Rights commission. January 2014.
* Facilitation of a motivation and team building process for Management of Diakonia. January 2014.
* Design and Facilitation of UNDG ESA facilitation skills training. June 2012. Johannesburg.
* Planning and Coordination of a meeting to develop a continent wide African Women Cultural Leaders Network AQCWLN. UN Women East and Horn of Africa. Work locations: Kenya, Uganda, Ethiopia and Ghana. July to October 2012.
* Facilitation of an inter-agency dialogue on Animal Health. ILRI, Arusha Tanzania, June 2012
* Design, planning and Facilitation of an inter-political party consultative dialogue for Tanzanian Local government leaders. SNV-VNG, Mwanza Tanzania, November 2011.
* Participation and commission discussion leader of a pre-planning meeting to develop African women’s policy statement for the Durban Climate change meeting (COP17). Pretoria South Africa, November 2011.
* Planning and Facilitation of an AGRA and CSO Collaboration strategy forum. Accra, Ghana, September 2011.
* Planning and Facilitation of an animal health Uganda Country network conference. CAHNET, FARMAFRICA.Kampala, Uganda, June 2011.
* Planning and Facilitation of an animal health Tanzania Country network conference. CAHNET, FARMAFRICA. Arusha, Tanzania, July 2011.
* Planning and Facilitation of a Conflict Sensitivity Consortium Meeting. CARE UK, London, UK, November/December 2010.
* Planning and Facilitation of an animal health regional network conference. CAHNET, FARMAFRICA. Arusha, Tanzania, July 2010.
* Planning and facilitation of a Referendum preparation workshop for South Sudan Youth Forum for Referendum. Juba, South Sudan, July 2010.
* Planning and facilitation of a workshop for Community Animal Health Service providers. CAHNET, Kampala Uganda, June 2010.
* Planning and facilitation of a workshop for Community Animal Health Service providers. CAHNET, Kampala Uganda, August 2009.
* Preparation and training of Senior Peace trainers in Conflict management. UN HABITAT, Hargeisa, Somaliland, August 2009.
* Planning and facilitation of a workshop for Community Animal Health Service providers. CAHNET. Arusha Tanzania, July 2009.
* Design, planning and facilitation of a Policy Advocacy and leadership training course for Local Government Leaders from Kenya, Rwanda and Burundi. VNG, Gashora Rwanda, May 2009.
* Development of a Peace Training and Reference Toolkit for Somalia. Gedo Region, Somalia, September and November 2008.

* Planning and Facilitation of a Team Building and Motivation workshop for the South Sudan Anti-Corruption Commission. Juba, South Sudan, November 2008.
* Planning and facilitation of an information gathering process to develop a Peace manual for Somalia. Gedo Region, Somalia, September 2008.
* Planning and facilitation of a Policy Advocacy and leadership training workshop for East African Local Government Leaders from Kenya, Uganda, Tanzania, Rwanda and Burundi. Arusha Tanzania, September 2008.
* Facilitation of a knowledge sharing and linkages development forum for FARM-Africa CAHNET regional members and collaborators. Mbale Uganda, August 2007.
* Monitoring of the Nigerian Population Census. European Union, March and April 2006, Abuja and Jigawa states, Nigeria.
* Facilitation of the annual livestock coordination meeting for veterinary and livestock organizations in Sudan. FAO (Food and Agriculture Organisation). November 2005, Rumbek, South Sudan.
* Design and planning of a HIV/AIDS and school feeding Global planning meeting. CAI and World Food Program. October 2005, Rome – Italy.
* Facilitation of a Global joint planning meeting for HIV/AIDS and School Feeding programs. World Food Program. October 2005, Dubai.
* Facilitation of a series of clinics and sessions to demonstrate traditional methods of communicating and knowledge management. The VDA (Virtual Development Academy), UNDP-New York. January 2005, Bangkok – Thailand.
* Facilitation of business training workshop for Private Veterinarians. AU-IBAR, Entebbe, August 2004.
* Facilitation of a team building process for Sudan Bishops of the Sudan Catholic Bishops Conference. Jinja, Uganda, HEALING THE HEALERS, August 2004.
* Facilitation of a Project Review and planning process for Caritas Switzerland. Dire Dawa, Ethiopia, May 2004.
* Preparation and facilitation of a training of trainers course for Program Managers from different countries in Africa. MS-TCDC Arusha Tanzania, August 2003.
* Development of a training module, management and facilitation of a Rights Based advocacy workshop for Action Aid Tanzania program staff, July 2002.
* Design, preparation and facilitation of a workshop on Strategic Planning for NGO and Government officials, ABANTU for Development, Ethiopia-Addis Ababa, July 2000.
* Design, preparation and facilitation of a workshop on peace strategies in Africa, MS (TCDC), Arusha Tanzania, August 2000.
* Designing, preparation and facilitation of a workshop on the Mainstreaming of Gender in the Ministry of Education of Somaliland, CARE Somalia, Hargeisa, June 2000.

* Designing, preparation and facilitation of a Training of Trainers workshop for Ministry of Health Officials, CARE Somalia, Hergeisa, April 2000.
* Designing, preparation and facilitation of a Training of Trainers workshop for Ministry of Education Officials, CARE Somalia, Hergeisa, May 2000.
* Designing, preparation and facilitation of the first Annual General Meeting (AGM) for New Sudan Women Federation (NSWF), Rumbek town, Southern Sudan, February 2000
* Facilitation of a Gender and Organisational Development and Resource Mobilisation, training workshop for NGO directors. ABANTU for Development, Uganda – June 1999
* Training of regional program officers on management of group dynamics for MS (Danish volunteer Centre) in Arusha Tanzania - March 1999
* Planning, coordination and facilitation of a training workshop on gender and Information Communication Technology (ICT) in South Africa, ABANTU for Development - February 1999
* Facilitation of a gender training of trainers workshop for East African trainers, ABANTU for Development, Uganda - December 1998
* Evaluation of an OXFAM food security project in the Bar-el-Ghazal region of Southern Sudan. - March 1996.
* Evaluation of an ACORD-funded socio-economic survey of the Sanaag region in Somaliland. - August 1996
* Evaluation of an ACORD funded Somali NGO based in Djibouti - June 1996
* Planning and Coordination of a Micro-credit study tour for ACORD Eritrea - April 1996
* Training of Yagleel NGO and SDRA in proposal writing, Djibouti - July 1996
* Organisational Development, Sudan Medical Care - South Sudan - 1997
* Facilitation of a project planning process for Norwegian Peoples Aid (NPA) in Tanzania - October 1997
* Design, planning and facilitation of a Gender and Policy training for Kenya Ministry of Finance personnel. Machakos Kenya, September 2012.
* Planning and Facilitation of a meeting to strategise the involvement of civil society in the achievement of Kenya’s vision 2030. Machakos, Kenya, August 2012.
* Design and facilitation of a Strategic Planning workshop for SDM (Students Discipleship Ministry. Nairobi, March 2012.
* Module development and Training of Kenya Ministry of Finance staff on Gender and policy. Machakos Kenya, June 2012.
* Design, planning and facilitation of a team building process for the Board and Management of Legal Resources Foundation. Naivasha, May 2012.
* Planning and Facilitation of a team building process for the staff of Johnson and Johnson. Naivasha Kenya, February 2012.
* Facilitation of a strategic planning workshop for five businesses run by women entrepreneurs. May 2012, Nairobi.
* Design, Planning and Facilitation of a Gender and SGBV Policy development process for the Kenya Ministry of Finance. Naivasha, May 2012.
* Facilitation of a CSOs Forum discussing the status of the MDGs and how to accelerate their achievement by 2015. Ministry of planning. 27th and 28th February 2012. Lake Baringo.
* Planning and facilitation of a Team building and Annual planning meeting for CCAFS/ILRI. Niavasha, January 2012.
* Planning and Facilitation of a strategic planning process for G20 enterprises and Bidii Womens group. Machakos, February 2012.
* Planning and facilitation of a planning and team building workshop for CCAFS ILRI. Naivasha Kenya, January 2012.
* Training of CSO workers in Human Rights Based Approaches in Development. Civil Society Urban Development Programme. Nyeri Kenya, September 2011.
* Preparation and Training of Politicians on campaign management and communication skills. The National Democratic Institutes Leadership and Campaign Academy (LCA). Kisii, September 2011.
* Design and guiding of a Strategic Planning process for University of Maryland Kenya. Mombasa Kenya, September 2011.
* Preparation and Training of Politicians on campaign management and communication skills. The National Democratic Institutes Leadership and Campaign Academy (LCA). Kakamega, August 2011.
* Planning and facilitation of a Strategic Planning process for the Africa Cancer Foundation. Nairobi, August 2011.
* Planning and Training of the Spa and Gym team in Customer care and Team Building. The Tribe Hotel, Nairobi, August 2011.
* Master of Ceremonies and member of the planning team for the International Women’s day celebration. AOSK JP (Association of Sisterhoods of Kenya, Justice and Peace Commission), Nairobi, March 2011.
* Planning and training of community stakeholders on Advocacy campaign planning and management. OXFAM GB, Nairobi, April 2011.
* Planning and facilitation of a team building process for Trocaire regional staff from Kenya, Uganda, South Sudan and Ethiopia. Nairobi, March 2011.
* Planning and Facilitation of a cross learning event for The Kenya Conflict Sensitive Approaches Consortium. Mombassa, Kenya, December 2010.
* Design, planning and facilitation of a training of trainers workshop for pro-bono Lawyers, NALEAP, Ministry of Justice. Mombasa, January 2011.
* Design, preparation and facilitation of a training of trainers workshop for Social-Economic Development Consultants. October 2010, Kajiado district, Kenya.
* Preparation and training of S.O.S Africa region program managers on Gender mainstreaming. S.O.S, Nairobi Kenya August 2010.

* Training of community representatives on social budgeting as a catalyst for good governance. World Vision Kenya, Yatta District Kenya, September 2010.
* Facilitation of an ILRI Environmental and Social Ecology of Human Infectious Diseases workshop. Nairobi Kenya, September 2010.
* Facilitation of an advocacy mainstreaming workshop for World Vision Kenya. Nairobi Kenya, October 2010.
* Design and Facilitation of a team building session for staff members of Amnesty International Kenya. Lake Elementaita, Kenya. August 2010.
* Planning and facilitation of a Gender programming session for S.O.S staff members. Nairobi Kenya, August 2010.
* Preparation and facilitation of an AGRA International Visioning Dialogue with Civil Society. Nairobi, July 2010.
* Facilitation of a project reorientation process for Aga Khan Foundation. Nakuru, July 2010.
* Facilitation of a sharing and learning workshop for Animal Health practitioners in Kenya. CAHNET, May 2010, Nakuru.

* I am in the process of completing a toolkit on Rights Based Advocacy entitled “Move to Action”.
* Facilitation of a strategic Planning process for Sanibank Kenya. Nairobi, January 2010.
* Facilitation of an international learning forum for Research into Use. Nairobi, Kenya, January 2010.
* Planning and Facilitation of an International Cross Learning event for The Conflict Sensitive Approaches Consortium. Mombassa, Kenya, February 2010.
* Facilitation of a Strategic Planning process for AMURT Kenya. Nairobi, Kenya, February 2010.
* Presentation of a Performance motivational talk to the staff of Legal Resources Foundation. March 2010, Nairobi Kenya.
* Presentation of a Leadership motivational talk for ORIFLAME Directors. Nairobi, Kenya, March 2010.
* Presentation of a Leadership Motivational talk to professionals in Nakuru. Egerton University Gender Department, March 2010.
* Planning and facilitation of a team building retreat for EADAIRY. Mombasa, December 2009.
* Planning and facilitation of an Africa wide Parenting Skills Planning Workshop for Children’s Rights Organisations. International Child Support, Nairobi, October 2009.
* Planning, coordination, and management of a Family Fun day for IPPFARO staff and their families. Nairobi, October 2009.
* Design and facilitation of a project review and team building meeting for a CDC program. CDC, Nairobi, September 2009.
* Peace Advisor for ELMT (Enhanced Livelihood Mandera Triangle) in Kenya, Somalia and Ethiopia. This is a Consortium of 5 International NGOs; CARE Kenya, CARE Somalia, CARE Ethiopia, VSF Suisse and Save the Children US. February 2009 to June 2009.
* Design and facilitation of a countrywide opinion survey for ActionAid Kenya International to measure the effectiveness of the Local Board of Governors. March 2009.
* Facilitation of a support process for FIDA Kenya rationalized staff. Naivasha, June 2009.
* Facilitation of a governance skills workshop for FIDA Kenya Executive Council. Naivasha, June 2009.
* Training in communication skills and facilitation of team building for FIDA Staff and Council Retreat. Mombasa June 2009.
* Design and facilitation of the first peace meeting between Turkana and Pokot professionals. Practical Action. Nairobi, March 2009.
* Presentation of a paper on Good Governance to Local Government employees. ALGAK, Mombasa, March 2009.
* Facilitation of an Animal Breeding Policy Lobbying Forum for Ministry of Livestock Development. Nairobi, March 2009.
* Design and facilitation of a change management process to equip and empower FIDA Kenya staff for a restructuring process. FIDA Kenya, Nairobi, Mombasa, Kisumu. January 2009.
* Planning and training of Valentine Growers staff in Gender Awareness and conducting of a company needs assessment for a Gender Mainstreaming program. AMSCO/UNDP. February 2009 to date. Karura and Kiambu.
* Training of Ministry of Justice Senior Management staff on Gender Programming. December 2008, Nairobi.
* Development of the 4Cs Organisational Structure. December 2008, Nairobi.
* Recording and report production for IANRA meeting. ActionAid International, November 2008, Nairobi.
* Facilitation of an Annual review process for CARD. Awendo, November 2008.
* Facilitation of a Strategic Planning Process for Family Life Ministry. Nairobi, September 2008.
* Planning and Facilitation of a Strategic Planning and Team Building process for the WomenWontWait Campaign. ActionAid Kenya, October 2008, Limuru.
* Planning and Facilitation of a team building process for Legal Resources Foundation. Nairobi, August 2008.
* Design, planning and facilitation of an Emotional Intelligence workshop for Gedo Health Consortium, Nairobi, June 2008.
* Facilitation of a strategic planning process for Manor house Agricultural Center. Kitale, September, 2008.
* Planning and facilitation of a supervision and management training for the staff of St. Camillus Dala Kiye. Karungu, August 2008.
* Process design and Facilitation of a team building process for ACTS. February 2008, Nairobi.
* Planning and facilitation of a results sharing workshop on Bird Flu project. FAO, May 2008, Nairobi.
* Planning and facilitation of a strategic planning workshop. CDC/KEMRI, May 2008, Nairobi.
* Planning and facilitation of a study to determine the quality of community based mental health services. BasicNeeds Kenya. February and March. 2008.
* Design, planning and facilitation of a Needs Assessment on Early Childhood Care and Development in Mukuru slums Nairobi. Christian Children’s Fund. May 2008, Nairobi.
* Process design and Leading a team of trainers to train Political Party Agents on polling monitoring skills for the December 2007 elections. The National Democratic Institute and Electoral Commission of Kenya. Eastern Kenya and Rift Valley provinces. December 2007
* Process design and facilitation of the development of a National HIV and AIDS program strategic plan for Kenya Red Cross. Nairobi, October 2007.
* Process design and facilitation of the development of a Coast region strategic plan development for Kenya Red Cross, HIV and AIDS program. Mombasa, September 2007.
* Training of farmers on Gender, Human Rights, and the impact of Domestic Violence. FIDA Kenya, Mombasa, August 2007.
* Conducting of a study to determine and record best practices of the Kenya Red Cross Society HIV/AIDS program in Siaya District. Siaya District, July 2007.
* Planning and conducting a Rapid Assessment and Strategic plan for the HIV/AIDS program of the Kenya Red Cross Society. August to September 2007. Coastal region and Nairobi.
* Planning and training of OXFAM GB staff in Training of trainer skills OXFAM GB, Nairobi. February 2007.
* Planning and training of OXFAM GB staff in Rights Based Advocacy. OXFAM GB, Nairobi. February 2007.
* Planning and training of peace workers on training of trainer skills. Chemi Chemi ya Ukweli, Kilimambogo Kenya, February 2007.
* Planning and facilitation of a team building process for Federation of International Red Cross and Red Crescent. Nairobi, February 2007.
* Process design and Facilitation of a planning meeting for FARM Africa CAHNET regional members and advisory team. Nairobi, April 2007.
* Facilitation of a project model planning meeting. Community Aid International. Nairobi, April 2007.
* Training of Chiefs and Human Rights Monitors on Human Trafficking, Gender based violence, and communication/networking skills. FIDA Kenya, Mombasa, November 2006.
* Facilitation of the Annual staff and council retreat for FIDA Kenya. Mombasa, September 2006.
* Planning, design and Facilitation of a gender responsive training for G.O.K, Media and NGO representatives. UNIFEM/CIDA-GESP, Nanyuki, February 2006.
* Facilitation of a team building process for ACTS staff. Lukenya, January 2006.
* Facilitation of a teaming process for IPPFARO (International Planned Parenthood Africa Regional Office) staff. Nyeri, December 2005.
* Training of The CRADLE staff on strategic planning. Mombasa, December 2005.
* Training of human rights monitors on Human rights, the Millennium Development Goals and Gender. FIDA Kenya. Mombasa, December 2005.
* Training of police officers on Human rights and the Millennium Development Goals (MDGs). FIDA Kenya. Nairobi, November 2005.
* Facilitation of a strategic planning workshop for VSF-Suisse in the Horn of Africa and Great Lakes Region. Nakuru, September 2005.
* Facilitation and training of Human Rights monitors on Gender, Networking and communication. FIDA Kenya. Nairobi, September 2005.
* Training of police officers on Gender and Gender Based violence. FIDA Kenya, Kiganjo and Gilgil, September 2005.
* Planning, facilitation and report production of a publication production workshop for Action Aid Africa, SIPAA. Nairobi, August 2005.
* Facilitation of a gender and the Millennium Development Goals for Members of Parliament and Development Organisations in their constituencies. FIDA/UNFPA, Mombasa, August 2005.
* Module development, planning and facilitation of a Rights Based Advocacy workshop for ActionAid Kenya staff and partners. Kisumu, Nakuru, and Kilifi, August and September 2005.
* Planning and facilitation of a stakeholder consultative process for KAPPS KARI and her partners. Nakuru, June/July 2005.
* Conceptualization, planning and coordination of an investment workshop for professionals. Ongata Rongai, July 2005.
* Recording and report production of an end of project review. Action Aid SIPAA. June 2005, Nairobi.
* Facilitation of a partnership planning process for KAPP. KAPP KARI, June 2005, Nakuru.
* Facilitation of an annual retreat forward planning process for Legal Resources Foundation. June 2005, Mombasa.
* Facilitation of a workshop on training skills and workshop organization for community trainers. AOSK Justice and peace. April 2005, Nairobi.
* Facilitation of a job search skills workshop for young adults. New Life SDA church, March and April 2005, Nairobi.
* Production and presentation of a paper on HIV/AIDS and the gender angle in Africa. CONCERN Universal, March 2005, Nairobi.
* Design and Facilitation of a Policy and Advocacy training for Action Aids partners working in HIV/AIDS in North Eastern Region of Kenya. Action Aid Kenya, Masinga Dam, March 2005.
* Moderation of the launch of the Gender and Governance program of Action Aid Kenya. Nairobi, March 2005.
* Facilitation of a team building, planning and gender training for Kenya Maize Development program partners. ACDI/VOCA, Lake Bogoria, March 2005.
* Process facilitation of a write-shop to produce a Farmer Field School livestock field guide. ILRI, February 2005.
* Facilitation of a workshop to chart a way forward for Zoonoses control. DFID, February 2005, Nairobi.
* Facilitation of an end project review and reflection for the partners of CARITAS Switzerland. Nairobi, December 2004.
* Training of NGO/CBO staff on Human Rights Based Advocacy. Action Aid Kenya, Kisumu, October 2004.
* Training of NGO/CBO staff on Human Rights Based Advocacy. Action Aid Kenya/CONCERN, Nairobi, November 2004.
* Facilitation of a workshop on the development of an Ex Ante impact Assesment tool for food-feed crops. ILRI, Nairobi, October 2004.
* Facilitation of a strategic planning process for “Jesus night”. National Christian Youth Network, Nairobi, October 2004.
* Research on “Some African Cultures that prevent or enhance poverty” and presentation of research results at a UNDP Millennium Development Goals workshop for Regional and Kenya National leaders representing key sectors. Mombasa Kenya, September 2004.
* Facilitation of a stakeholders policy planning meeting on livestock trade between Kenya and Sudan. VSF-Germany. Lokichogio, September 2004
* Process recording and report production for a HIV/AIDS book development process. Action Aid SIPAA. July 2004. Nairobi.
* Training of UN volunteers in training skills, participatory planning, and proposal writing. UNDP UNVIS. August 2004, Nairobi.
* Facilitation of a curriculum development process for NYS HIV/AIDS youth training program. Engender Health. August 2004, Nairobi.
* Facilitation of a planning meeting. AU-CAPE, Mombasa, July 2004.
* Facilitation of an issue addressing session for VSF Germany staff. VSF Germany, Naivasha, July 2004.
* Facilitation of a dairy sector stake-holders consultative and conflict resolution process for ILRI. Nairobi, June 2004.
* Planning and evaluation tools development for an evaluation of a village bank project in Siaya District, Kenya, June (ongoing) 2004. The tools developed and used are document analysis, an observation form, focus group discussions, and individual interviews.
* Planning and facilitation of an annual review workshop. Legal Resources foundation. Mombasa, June 2004.
* Design, planning and training of Senior Kenya Government Officers on Gender and Development. UNDP, Masaai Mara, May 2004.
* Design, planning and training of Senior Kenya Government Officers on Gender and Development. UNDP, Nakuru, April 2004.
* Process recording and report production of an IPAA team meeting. Actionaid Africa, Nairobi, April 2004.
* Design, planning and facilitation of a team building and conflict resolution workshop for SCBRC (Sudan Catholic Bishops Regional Conference). Kitengela, March 2004.
* Designing and conducting of a study to determine the gender needs and solutions in all the Kenya Government ministries. The Gender Division/World Bank. Nairobi. March and April 2004.
* Planning and Facilitation of a stakeholders meeting on the global eradication of Malaria (roll back malaria). CORE/AMREF, Nairobi, February 2004.
* Facilitation of a stakeholders’ conflict resolution meeting on the eradication of Rinderpest from the Somali Ecosystem. AU-IBAR, Nairobi, February 2004.
* Facilitation of a stakeholders planning workshop on agriculture and livestock development. ILRI, Nairobi, February 2004.
* Facilitation of a Gender workshop for NGO/CBO Directors. Action Aid Kenya. Masinga Dam, January 2004.
* Facilitation of a planning forum for an African Biosciences facility (NEPAD). ILRI, Nairobi, January 2004.
* Participation in an HIV/AIDS Kenya policy planning meeting. POLICY Kenya, Nakuru, February 2004.
* Preparation and facilitation of a Strategic Planning process for Kenya Veterinary Privatisation Scheme (KVAPS), November 2003, Nakuru.
* Design and facilitation of a Peace and Reconciliation workshop for NGO and Government of Kenya peace workers, Action Aid- Embu, December 2003.
* Preparation and facilitation of a strategic planning process for the Ministry of Gender, Culture and Sports. Kenya Women’s Bureau, UNDP, December 2003, Nakuru.
* Facilitation of a capacity building workshop on gender for Kenya women parliamentarians, FIDA Kenya, December 2003, Mombasa.
* Design and facilitation of a Gender and Development workshop for NGO Directors in Nakuru. Action Aid, November 2003.
* Facilitation of the Annual Sudanese Veterinary organizations meeting. FAO, Lokichokio, October 2003
* Design and facilitation of a Gender and Development workshop for community leaders in West Pokot. Action Aid, September 2003.
* Facilitation of a team building process for Noel Creative Media. Nairobi, July 2003.
* Facilitation of a planning workshop for AU-IBAR (African Union) Private veterinary practitioners in Africa, using the tool “Appreciative inquiry”. Nakuru, August 2003.
* Design and facilitation of a strategic planning process for COVAW (Coalition on Violence Against Women). Nairobi, July 2003.
* Facilitation of a Gender and the Law workshop for FIDA pro bono lawyers. FIDA Kenya, Nakuru, June 2003.
* Design and facilitation of a strategic planning process for African Woman and Child feature service. Nairobi, June 2003.
* Planning and facilitation of the development of a National Tsetse and Trypanosomosis control Strategy for a coalition of veterinary and zoological organizations in Kenya. Kisumu, May 2003.
* Module development and facilitation of a leadership and team building skills workshop for Para-legal monitors. ECWD (Education Centre for Women in Democracy), Nairobi, May 2003.
* Facilitation of a research conclusion workshop for ILRI. Nairobi, May 2003.
* Facilitation of an end-workshop planning process for representatives of African veterinary NGO’s. DFID, Nairobi, April 2003.
* Facilitation of an HIV/AIDS training manual development process for GOAL Ireland. Nairobi, April 2003.
* Training of Constitutional review delegates on lobbying, code of conduct and safeguarding the gains for women in the draft constitution. FIDA. Nyeri, March 2003.
* Design and training of para-legals in communication skills. Education Centre for Women In Democracy (ECWD), Nairobi. March 2003.
* Facilitation of a project review for NOVIB Somalia (IGAD peace process). Nairobi, March 2003.
* Facilitation of an international Agricultural forum for JICA, Nairobi, February 2003.
* Facilitation of an international planning meeting for ILRI, February, January 2003.
* Facilitation of the first Strategy planning meeting for PACE Somalia and her partners. PACE Somalia, January 2003, Nairobi.
* Preparation and training of Peace workers on workshop Management skills. Mary ward center, January 2003, Nairobi.
* Facilitation of an annual meeting for veterinary organizations operating in South Sudan. FAO, November 2002, Lokichogio.
* Development of a training module and Facilitation of a Training of Trainers workshop for program officers. GOAL, November 2002.
* Facilitation of a Bio-Intensive-Agriculture stake-holders forum. Manor House Agricultural Centre, December 2002, Kitale.
* Facilitation of a Mid-term review for OAU-CAPE, September 2002, Nanyuki.
* Planning and facilitation of a training on workshop Games and Exercises for CAFS, September 2002, Nairobi.
* Planning and facilitation of a Training of Trainers workshop for Chem chemi ya ukweli, peace workers. Nairobi, September 2002.
* Facilitation of a review and planning process for Rockerfeller Foundation, September 2002, Mombasa.
* Facilitation of a Child Rights planning process for Action Aid Kenya, October 2002, Kisumu.
* Facilitation of a Strategic Planning process for AMWIK (Association of Media Women In Kenya), August 2002, Nairobi.
* Module development and facilitation of a gender, leadership and advocacy training for the EALA (East Africa Legislative Assembly), women legislatures, EAC, Nairobi, June 2002.
* Design and facilitation of a workshop on Gender and the constitutional review for Narok women, MAWEED, Narok, June 2002.
* Facilitation of an advocacy and policy training workshop for slum dwelling women, Action Aid Kenya, Mombasa, June 2002.
* Facilitation of an issue addressing workshop for NGO staff and council, FIDA Kenya, Mombasa, July 2002.
* Design and facilitation of a stakeholders conflict resolution workshop for all Leading Veterinary organizations in Kenya. Commissioned by KARI, Nakuru, May 2002.
* Development of a training Module, design and facilitation of an Advocacy and policy workshop for Advocacy Managers, Action Aid Kenya, Kisumu, May 2002.
* Facilitation of a departmental planning process for Catholic Relief Services Kenya, Nairobi, May 2002.
* Preparation and facilitation of a Training of Trainers workshop for Lawyers, FIDA Kenya, April 2002.
* Preparation and facilitation of a project planning process for CTDF – an arm of the EU, March 2002, Lake Bogoria.
* Design, preparation and facilitation of a time management workshop, FIDA Kenya, April 2002.
* Design, preparation and facilitation of a project management and Resource Mobilisation workshop, KWEC, February 2002.
* Design, Preparation and facilitation of a team building process for FIDA Kenya, March 2002.
* Design and facilitation of a Gender and sexual violence workshop for Community leaders, FIDA, Kisumu, January 2002
* Design, Preparation and facilitation of a Business planning workshop for kajiado pastoralists, ABANTU for Development, November 2001.
* Design, Preparation and facilitation of a Business planning workshop for Nairobi Slum dwellers, ABANTU for Development, October 2001.
* Design, preparation and facilitation of a Gender and Human Rights workshop for Human Rights monitors, FIDA Kenya, July 2001, Eldoret Kenya.
* Design, preparation and facilitation of a Gender and human rights workshop for Chiefs and Assistant Chiefs, FIDA Kenya, July 2001, Kakamega Kenya.
* Design, preparation and facilitation of a Gender workshop for Human Rights monitors, FIDA Kenya, July 2001, Nairobi Kenya.
* Design, preparation and facilitation of a Team Building process for FIDA staff and Council members, July 2001, Mombasa Kenya.
* Planning, designing and facilitation of a Gender programming training for Government of Kenya Heads of Departments and NGO/CBO Managers, UNDP, Isiolo District, May 2001.
* Design, preparation and facilitation of a team building training for NGO managers from Eritrea, Kenya, Uganda and Tanzania. TCDC, Arusha Tanzania, May 2001.
* Design, preparation and facilitation of leadership and team building workshops for Human Rights monitors, Education Centre for Women in Democracy (ECWD), June 2001, Nairobi.
* Design, preparation and facilitation of a series of communication workshops for Human Rights monitors, ECWD, June 2001, Nairobi.
* Design, preparation and facilitation of a mobilization workshop for women civic and parliamentary leaders, ECWD, June 2001, Nairobi.
* Preparation and facilitation of a Leadership, Management and Communication training workshop for SWAN (Sudanese Women’s Association In Kenya), April, 2001, Nairobi.
* Planning and facilitation of a Conflict resolution process for Residents and Land-owners of Kangemi, a program of Kangemi Women’s Empowerment Centre, April 2001, Nairobi.
* Preparation and facilitation of a partnership planning forum for SWODA (South Imenti women’s Development Association) and ABANTU, March 2001, Meru.
* Preparation and facilitation of a Leadership and Management training workshop for Skills for Southern Sudan (SSS), an ABANTU assignment, Nairobi, April 2001.
* Development of training materials, preparation and facilitation of a women’s rights and policy influencing workshop, FIDA Kenya, Kisumu, January 2001.
* Preparation and facilitation of a Strategic planning process for Fellowship Bible Church, Kisumu, January 2001.
* Development of a training module, Preparation and facilitation of a Gender and Policy workshop for Permanent Secretaries, UNDP/GoK (Government of Kenya), November 2000.
* Development of a “Gender from an African perspective” analysis tool and facilitation of a workshop on the same, for ABANTU trainers, Nairobi, November 2000.
* Facilitation of a women’s Legal Aid training workshop, FIDA, Nyeri, October 2000.
* Preparation and facilitation of a Strategic planning process for 19 small business organizations in Nyeri, ABANTU for development, October 2000.
* Preparation and facilitation of a Gender, poverty and policy workshop for community opinion leaders. ABANTU for Development, Kisumu District, October 2000.
* Preparation and facilitation of a Gender, poverty and policy workshop for community opinion leaders. ABANTU Development, Homa Bay, September 2000.
* Facilitation of a strategic planning process for ECWD (Education Centre for Women in Democracy), September and October 2000, Nairobi.
* Preparation for and facilitation of a workshop on Government Policy and plans on poverty eradication and its Gender implications for community leaders. ABANTU for Development, June and July 2000, Nairobi and Oloitokitok
* Development of a training manual, preparation and facilitation of a workshop on leadership and management for community development workers, CARE Kenya Refugee Assistance Program, Garissa, June, 2000.

* Facilitation of a Strategic Planning process for The Legal Resources Foundation, Nyeri, August 1999.
* Facilitation of a Strategic Planning process for KEFEADO (Kenya Female Advisory Organisation), Kisumu, August 1999.
* Facilitation of a Regional Gender and leadership training workshop for the Uganda Gender and Resource Centre, Nairobi, August 1999.
* Facilitation of a Training of Trainers workshop for Lawyers, ANPPCAN, Nairobi September 1999
* Facilitation of a Training of Trainers workshop for Release Political Prisoners organisation (RPP), Nairobi, September 1999
* Design and facilitation of a strategic planning process for SALTLICK, Isiolo, November and December 1999.
* Facilitation of a Training of Trainers workshop for project and refugee staff, CARE RAP Dadaab refugee camps, April 1999.
* Facilitation of a Gender and leadership workshop for project staff, CARE RAP, Dadaab refugee camps, May 1999.
* Design and development of training manuals for ABANTU for Development on: Organisational Development and Resource Mobilisation, Strategic Planning, Training of Trainers, Gender and Policy, Constitutional Review, Conflict management in organizations, July 1999
* Facilitation of a Leadership and communication skills workshop for Community leaders, CARE Refugee Assistance Program, Gariisa, May 1999.
* Training of refugee community leaders in research skills, CARE RAP, Gariisa, June 1999.
* Management and coordination of training activities, ABANTU for development, January to March 1999
* Planning and coordination of a training impact assessment for Directors of organisations that ABANTU has trained, March 1999.
* Facilitation of a training workshop for CARE Staff and refugee representatives on gender and participatory approaches to community development workers, CARE International in Kenya, Gariisa, May 1998
* Facilitation of a training workshop on gender and policy, ABANTU for Development, June 1998
* Facilitation of a training workshop on gender and strategic planning for Kenyan NGO Managers, ABANTU for development, July 1998
* Facilitation of a training workshop on gender and organisational development and resource Mobilisation for NGO Directors, ABANTU for Development. November and December 1998. Nairobi
* Designing and facilitating a training needs analysis for the Kenyan constitution review (researching the training needs of Kenyans as regards “gender and the constitution review”) ABANTU for development, August 1998.
* Conducted a study and produced a report on the social and political obstacles to the prevention and treatment of AIDS among Kenyan deaf people - IPPF Africa region publication, July 1997.
* End term evaluation of SOMDEV, a Kenyan based Somali NGO, 1995
* Impact evaluation of Bantu Rehabilitation Trust (BRT), a Kenyan based Somali NGO, 1995
* Coordination of an international symposium on Sudanese Un-accompanied minors, for Radda Barnen (Swedish Save The Children), 1995.
* Capacity assessment of Nairobi Family Support Services an Action-Aid community based rehabilitation project., 1996
* Training on job search skills for AREP foundation, 1996
* Design, coordination and facilitation of workshop on “Job search Skills”, Skills For Southern Sudan (SSS), Kakuma 1997

**EMPLOYMENT HISTORY**

* **1995 to date** Managing Consultant - KALAUSI Consultants
* **1994** Social Services Field Coordinator, Dadaab refugee camps - CARE Kenya
* **1992 - 1993** Disabilities Programme Coordinator, Dadaab refugee camps- CARE Kenya
* **1991 - 1992** Social Welfare Officer/Sign language Interpreter - Kenya

National Association of the Deaf (KNAD)

* **1988 - 1991** Marketing Manager/Administrator - Mwaja publications, Nairobi
* **1987 - 1988** Marketing Executive - Stellan Consult, Nairobi
* **1984 - 1987** High school teacher - Teachers Service Commission –

Kisumu and South Nyanza Districts

**ACADEMIC QUALIFICATIONS**

**Most recent:**

I have successfully completed a course on:

* **NGO Management**: at imperial college (Wye college), University of London. The course was designed to study aspects of NGO Management such as Direction and Strategic management, NGO structures and systems, and Managing financial resources, 2002.
* **Strategic Planning Facilitation:** UN staff college, Turin, Italy. 2010. Accredited strategic planning facilitator for the UN country Strategic Planning Retreats (SPRs).
* **Peace and Conflict transformation Facilitation**: RTC, Birmingham, UK. 2010. an accredited Peace and Conflict transformation Consultant for the training of conflict transformers worldwide.

**Others:**

* **International certificate in training skills**, a City and Guilds training program. The course covered preparation of training tools and materials, Instruction and Coaching skills, and competence in assessment, review and evaluation. I am an accredited International trainer.
* Kagumo college - Diploma in Education, 1984
* Highway High School - A-Levels, 1980

**MEMBERSHIPS**

* Trustee, Manor House Agricultural center, Kitale
* Board Member of ABANTU for Development.
* Co-Founder, Kenya League of Women Voters

**PUBLICATIONS**

* **Poetry spoken by my liver**; by Apondi Nyang’aya, Published by KALAUSI Consultants; 2006.
* **Move to Action**; An advocacy training and reference toolkit for trainers and advocacy campaigners.