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Work Experience

Private Consultancy

Management Consultant & Facilitator

**Kyiv, Ukraine
2010 – Present**

- Implemented over 250+ projects in team lead positions in Organizational Transformation, HR, and Strategy, demonstrating a capability to drive substantial organizational change.
- Facilitated 100+ participatory meetings in format Open Space, Future Search, World Cafe fostering development, and learning exchanges with diverse clients including UNDP, USIF, GIZ, ENGAGE (Pact), BRAMA/USAID, UNDP, OSCE, Heinrich-Böll-Stiftung, Hans Seidel Foundation, Swiss Development Cooperation, Geberit AG, AERIC Inc./The Conference Board of Canada (Canada-Ukraine Trade and Investment Project), International Psychoanalytic University (Berlin), the Akademie der Künste in Berlin.
- Executed detailed 10+ Context Analyses and monitored changes for Ukrainian and global development agencies including GIZ, Council of Europe, and USAID, IM Swedish Development Partner, USIF, AWO International informing strategic decisions and policy developments.
- Provided organizational consulting for national and development actors entities such as CentreUA, BRDO, UNDP, TertaTech, ULead / MLG Unit.
- Methodologically designed and delivered over 100 capacity building measures aimed at improving skills in multi-stakeholder partnership building, collaboration skills, dialogue-building skills for non-governmental institutions, local self-governance bodies, culture actors and other stakeholders.
- Conducted over 50 online learning sessions for non-governmental institutions, local self-governance bodies, and private companies.

Open Space Works Ukraine | openspace.works

Managing Partner | CEO

**Kyiv, Ukraine
2016 – Present**

- Spearheaded the design, development, and management of programs and projects targeting both public and private sector clients in Ukraine and Eastern Europe.
- Drove partnership development and business strategy, ensuring the sustainability and growth of the company amidst challenging market conditions.
- Led business development efforts to expand the company's services, focusing on facilitating transformative processes and capacity-building for public, private, and non-profit organizations.
- Led over 10 high-impact evaluation projects as a Senior Expert and Methodology Lead, collaborating with top-tier organizations such as Volkshilfe, Civilians in Conflict, HOVERLA (DAI), British Council, IM Swedish Development Partner (Moldova), International Renaissance Foundation, Deutsche Welle, and the Council of Europe. These projects significantly advanced organizational strategies and operational efficiencies.
- As a Senior Expert and Team Lead led a groundbreaking research (2022-2024) with Ground Truth Solutions aimed to study perceptions of humanitarian and cash assistance, dramatically enhancing the design and effectiveness of humanitarian response programs for global and national organizations including OCHA, Red Cross, Save the Children, and IOM.
- Led on a comprehensive two-year study (2023-2024) for the Humanitarian Policy Group (HPG/ODI), focusing on the narratives around humanitarian responses to the war in Ukraine. This pivotal research assessed the impact of narratives on humanitarian actions in Ukraine, Poland, and the UK, crucially improving aid delivery and effectiveness.
- Led a three-month feasibility study for the BENGU project under AWO International (2024), targeting economic recovery in the war-affected Bucha district, Kyiv region. The project focused on enhancing proposal quality through an evidence-based approach, effectively minimizing risks, and optimizing strategic and tool selection for future interventions.
- Led the design and execution of comprehensive organizational assessment and human capital development measures within the EU4Skills program (2019-2022), which significantly bolstered the NQA's capacities in strategic and operational management, communication, HR, MEAL, event management, and good governance standards.
- Conducted an extensive feasibility study for the IM Swedish Development Partner (2017), focusing on socio-economic, political, and societal analyses in Ukraine, which included a detailed assessment of poverty and human rights issues, with special attention to the rights of persons with disabilities, informing strategic planning and risk management.

- In 2023-2024 as a Collective Leadership Institute's faculty member methodologically designed and conducted online Basic and Advanced Trainings, Thematic Learning Days, and Focuses Sessions on development of Multi-Stakeholders Partnerships for the MSPs in Africa and South-East Asia for the Bengo project by Engagement Global.
- Facilitated development of a multi-stakeholder dialogue community of practice in the migration governance sector in Serbia within the GIZ-funded project "Transformative Dialogue Structures for development-relevant migration policy in Indonesia, Serbia, and Ghana" (2020-2021)
- As an international accredited facilitator at the Collective Leadership Institute (Potsdam, Berlin area) fLed the methodological design and delivery of workshops on collective leadership, multi-stakeholder collaboration, and dialogue-building for stakeholders in Ukraine, Germany, Serbia, Philippines, and Cambodia.
- Supported the development of projects focused on partnership and capacity-building for various sectors, contributing to regional development efforts and fostering collaboration between local and international organizations.

GURT Resource Centre | gurt.org.ua
Program Manager

Kyiv, Ukraine
2008 – 2016

- Managed the development and coordination of community-driven projects, focusing on small entrepreneurship and local governance.
- Built and maintained partnerships with governmental authorities, enhancing program reach and effectiveness.
- Handled external communications and stakeholder engagement, ensuring consistent project delivery and strong community relations.

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- Education**
- **Postgraduate programme in History of Philosophy**, National University "Kyiv-Mohyla Academy", Kyiv 2010-2013
 - **Master of Arts in History of Philosophy**, National University "Kyiv-Mohyla Academy", Kyiv 2008-2010
 - **Bachelor of Arts in Philosophy**, National University "Kyiv-Mohyla Academy", Kyiv 2004-2008
 - **Bachelor of Science in Management Psychology**, Lviv State University of Internal Affairs, Lviv, 2007-2012

Language skills
[1 – excellent, 5 basics]

Ukrainian [1], Russian [1], English [1], German [2]

- Additional education (workshops, ToT)**
- **Cross Culture Conflict Resolution in Organizations**, ToT with Doris Gottlieb, and Thomas Herrmann, Contorno Consulting, January 10-12 2022,, Netherlands
 - **The Art of Dialogue**, Collective Leadership Institute, December 12-15, 2018, Potsdam
 - **The Art of Leading Collectively**, Collective Leadership Institute, June 25-27, 2018, Potsdam
 - **The Art of Stakeholders Cooperation**, Collective Leadership Institute, November 14-17, 2017, Potsdam/Berlin
 - **Community Development Intensive**, ToT with Bill Staples, CA International, February 8-10, 2017, Kyiv
 - **Appreciative Inquiry as a Tool for Organisational Change**, ToT with Lawrence Philbrook, ICA International, November 4-5, 2016, Kyiv
 - **Learning to Work with Open Space Technology**, ToT with Anna Caroline Turk, Doris Gottlieb, and Thomas Herrmann, Contorno Consulting, September 7-9, 2016, Amsterdam
 - **Technology of Participation®, Facilitation Methods**, ToT with Irina Fursman, Institute of Culture Affairs Ukraine, June 25-26, 2016, Lviv
 - **Technology of Participation®, ToP Strategic Planning**, ToT Irina Fursman, Institute of Culture Affairs Ukraine, July 1-2, 2016, Lviv

- **The Future Search Learning Exchange 2015 with Sandra Janoff 'Working with Future Search to address our World's Challenges'**, Future Search Network/Boscop, August 24-26, 2015, Berlin
- **Lean6Sigma Workshop**, In2Effect Company (Netherlands), June 23, 2014, Kyiv,
- **Managing Future Search**, ToT Workshop with Sandra Janoff & Marvin Weisbord, De Baak Conference Centre Antwerp, June 3-8, 2013, Antwerp
- **Technology of Participation®**, Facilitation Methods, ToT with Irina Fursman, Institute of Culture Affairs Ukraine, March 1-2, 2013, Kyiv
- **Appreciative Inquiry**, ToT for Facilitators Program with Flemming Heegaard, CCC, June 8-10, 2012, Kyiv
- **Development of Self-Help Movement in Poland**, BORIS Association, October 2009, Warsaw
- **Informal Education in Sweden**, SV Stockholm, May 2009, Kyiv

Professional Membership

- Collective Leadership Institute (Potsdam, Germany), accredited facilitator since 2018
- Future Search Network (Philadelphia, USA)
- Practitioners of Open Space Technology
- International Humanitarian Studies Association

Present position

- CEO/Managing Partner, [Open Space Works Ukraine LLC](#) (Kyiv, Ukraine)
- Faculty Member and Facilitator at The Collective Leadership Institute (Potsdam, Germany)

References

- Kateryna Poliakova, Communications Specialist at United Nations Recovery and Peacebuilding Programme, kateryna.poliakova@undp.org, +380 66 568 3613
- Sofia Oliynyk, Coordinator mAIDan Ukraine programme, Expertise France | AFD Group, sofiya.oliynyk@expertisefrance.fr
- David Starke, Programme Coordinator Humanitarian Action/Ukraine at AWO International (Germany), david.starke@awointernational.de
- Martin Fielko, Executive Director at the Collective LEadership Institute, martin.fielko@collectiveleadership.com

PROFESSIONAL PORTFOLIO

Facilitation, organizational development, and delivery multi-stakeholder workshops

Year	Organization/Project	Position/Function
2024	Internationales Bildungs- und Begegnungswerk in Dortmund (IBB)	Facilitator: methodologically developed and facilitated a multi-stakeholder dialogue process on implementation of the UN Convention on rights of people with disabilities in Ukraine by 2029.
2024	USAID / HOVERLA Project	Facilitator: methodologically developed and facilitated a multi-stakeholder dialogue session in the format of an Open Space “How can Ukrainian municipalities ensure resilience in responding to the challenges of war and adherence to the strategic course over the next 12 months?”
2024	Save the Children	Facilitator / strategic planning consultant: facilitated organizational assessment and strategic planning sessions; assisted partner organizations by Save the Children with fine tuning of strategic plans.
2021 2024	CentreAU	Organizational development consultant: support with team development, strategic planning, monitoring and evaluation.
2024	NGO Girls / Americares	Facilitator: facilitated a networking event for Ukrainian partner organizations by Americares.
2023 2024	Bengo-Engagement Global	Facilitator: facilitated basic and advanced workshops on development of Multi-Stakeholders Partnerships for the MSPs in Africa and South-East Asia for the Bengo project by Engagement Global.
2023	International Federation of Red Crosses	Facilitator: Facilitated a learning session “Enliven Collaboration process in and through the IFRC team” aimed at assessing the individual and joint collaboration capacity needed for the IFRC Team to thrive and defining entry points for further enlivening the Collaboration Ecosystem with multiple stakeholders in Ukraine.
2023	Civil Society Organization "Initiative Center to Support Social Action "Ednannia"	Facilitator: Planned, organized, and facilitated a participatory strategic planning sessions “Future of the Veterans' Movement” with engagement of different stakeholders, including civil society actors, governmental authorities, local and regional authorities, social protection workers.
2023	Partnership for Every Child	Facilitator: Planned, organized, and facilitated an Open Space event aimed at developing projects for advancing the foster care in Ukraine
2022	UNDP Recovery and Peacebuilding Programme	Facilitator: Planned, organized, and facilitated a Future Search strategic planning session in the Future Search format for a National Network of Community Security and Social Cohesion Working Groups
2022	Contemporary Research Network	Facilitator: Planned, organized, and facilitated a Future Search event aimed at developing initiatives on countering disinformation about people from Ukraine;
2022	ENGAGE project / Pact Inc.	Facilitator: Facilitation of an online workshop on civic education strengthening workshop to discuss a civic education ecosystem map designed with stakeholders. Facilitation methodology: Systems Practice
2022	Standards and Trade Development Facility Secretariat / World Trade Organization	Facilitator/Trainer: conduction of an interactive, 2-part workshop series with the title “Collective Leadership: Enhancing the Contribution of STDF's Knowledge Work (including Practitioner Groups) to the SDGs”.
2021	Leadership training for Fragile and Conflict-Affected Situations (FCAS) Working group / Asian Development Bank	Facilitator/Resource Person: conduct pre-training survey to assess the pre-training knowledge of participants; prepare the modules following the Collective Leadership Compass tailor fit for FCAS; prepare Group exercises using case studies prepared by ADB for FCAS; conduct the actual online training sessions; developing and delivering support webinars for rolling out an internal Leadership Peer Mentoring Network.
2020 2021	Project “Transformative Dialogue Structures for development-relevant migration policy in Indonesia, Serbia, and Ghana” / GIZ project “Program Migration und Diaspora”	Facilitator/Resource Person for Sebia component: 1) building competencies for dialogue and cooperation through design and delivery of three tailor-made workshops, 2) support in building a Policy Action Team (a core group made up of representatives of relevant state and non-state stakeholders), 4) accompanying the implementation of smaller multi-stakeholder dialogue events, and 5) providing strategic coaching for the launch of long-term dialogue structures in Serbia.
2020	Thematic Training on Effective Stakeholder Engagement in Fragile and Conflict-Affected Situations (FCAS) / Asian Development Bank	Facilitator/Resource Person: conduct pre-training survey to assess the pre-training knowledge of participants; prepare the modules following the four phases of the Dialogic Change Model for Effective Stakeholder Engagement tailor fit for FCAS; prepare Group exercises using case studies prepared by ADB for FCAS; conduct the actual online training sessions.

2020	Project 'Sustainable Perspectives for Rural Areas in Ukraine and Russia' / Deutsch-Russischer Austausch NGO	Facilitator: Facilitation of the online capacity building event 'The Art of Stakeholder Engagement' for the rural community representatives in Ukraine.
2020	Project 'Peace Dialogues for Donbas' / Project by Hanns Seidel Stiftung Kyiv Office	Lead Facilitator: Facilitation of online dialogue sessions with key stakeholders engaged into peacebuilding initiatives in Eastern Ukraine; facilitation of a stakeholder dialogue on perspectives of the peacebuilding initiatives in Ukraine.
2019 2020	Green Academy / Project by Heinrich-Böll-Stiftung Kyiv Office	Lead Facilitator: Facilitation of Heinrich-Böll-Stiftung summer school, design of the summer school concept and agenda, support group discussions, supported follow-up with the participants.
2019 2022	Stiftung "Erinnerung, Verantwortung und Zukunft" (Berlin)	Facilitator and consultant: Facilitation of workshops for team and partners in Ukraine, strategic advice to the team, comprehensive capacity assessment of partner organizations, conducting learning needs assessment, designing and conducting an online capacity development program for NGO leaders (12 sessions), on site organizational development advice for partners, facilitation experience exchange and networking for partners.
2019	Project 'Future of Peacebuilding Initiatives in Ukraine' / Project by Hanns Seidel Stiftung Kyiv Office	Facilitator: Design and conduction of a 3-day vision workshop on Future of Peacebuilding Initiatives in Ukraine for key stakeholders engaged into peacebuilding initiatives in Eastern Ukraine.
2019	UkrMilkInvest	Facilitator: Design and conduction of Strategic Planning 3-day Session on Family Milk Farm Industry Development in Future Search Format.
2019	Belarus Reforms and Media Assistance Activity (BRAMA) / USAID funded project, implemented by Pact Belarus	Facilitator: Design and conduction of 3-day Strategic Planning Session on Future of Civil Society in Belarus in Future Search Format; preparing an analytical report and debrief on the results of the Future Search Workshop.
2019	Countering Serious Crime in the Western Balkans Project / Implemented by Deutsche Gesellschaft für Internationale Zusammenarbeit GmbH (GIZ)	Facilitator: Facilitation of semi-annual Embedded Country Teams (ECT) meeting aimed at information and data exchange as well as joint planning.
2018 2019	Initiatives of the Infrastructure Programme for Ukraine (IIPU) implemented by Deutsche Gesellschaft für Internationale Zusammenarbeit GmbH (GIZ)	Facilitator/Mentor: deliver training on stakeholder engagement and participatory facilitation skills for IIPU partners from Eastern Ukraine; providing mentoring to IIPU partners in designing and implementing stakeholder engagement strategies and facilitation of stakeholder meetings/participatory strategy development.
2018 2019	U-LEAD Thematic Support Package / GIZ project "Building Regional Stakeholder Networks in the Health Care Sector in Ukraine"	Facilitator/Mentor: deliver training and capacity building in network management and stakeholder engagement skills for the representatives of the Network of Regional Reform Supporters in the Ukrainian health sector reform initiative; conducting online training and mentoring sessions (6 sessions) to the regional reform supporters in implementing change within the complex reform process in collaboration with the participating actors and institutions; providing mentoring support in creating a viable and self-sufficient structure of communication and collaboration within the Network, as well as with key stakeholders at the local level
2018	Management Reform in the East of Ukraine II / German and Ukrainian Project implemented by Deutsche Gesellschaft für Internationale Zusammenarbeit GmbH (GIZ)	Facilitator: Facilitator: Co-facilitation of participatory learning exchange and planning session on administrative services issues in Open Space format
2017 2018	AERIC Inc./The Conference Board of Canada: Canada-Ukraine Trade and Investment Project	Facilitator/Gender Expert: design and lead data collection workshops with over 200 women business owners and entrepreneurs in 14 regions of Ukraine; prepare an action-oriented report for the government, Chambers of commerce and other stakeholders on how to better support MSMEs and address gender based barriers to business and export; collect input for further mentoring support and training for women-led MSMEs; identify and engage with key stakeholders – such as women's business associations, chambers of commerce, business associations, organizations which deliver programs for women entrepreneurs and exporters, MEDT.
2017	Ukrainian National Anti-Corruption Bureau	Consultant, trainer: Development and implementation of training for trainers program for NABU detectives
2017	UNDP Ukraine	Facilitator: Facilitation of multi-stakeholders' consultations in Future Search format 'The Future of Civic Education Training Course within the Youth

		Workers Programme' in order to design the civic education training course for the Youth Workers (programme of the Ministry of Youth).
2017	U-LEAD	Facilitator: Design and conduction of participatory planning and learning exchange sessions for U-lead regional partners in World Café format.
2017	Heinrich-Böll-Stiftung	Consultant/Facilitator: Conducting stakeholders analysis and facilitation of multi-stakeholders working groups in Khmilnyk (Vinnytska oblast), Kremenchuk and Gorishni Plavni (Poltavska oblast).

Research and Evaluation Consultancy Experience

Year	Organization/Project	Position/Function
2024	AWO International	Senior Analyst/ Methodology Expert: Design methodology and lead analysis of the resilience analysis for Mykolaiv and Kherson oblasts.
2024	Swiss Development Cooperation / Swiss Humanitarian Action	Senior Expert: Lead on conducting an external review and strategic advice on the Direct Emergency Action Program implemented by Swiss Development Cooperation in Ukraine.
2024	Swiss Development Cooperation / Swiss Humanitarian Action	Senior Expert: Lead on conducting an external review and strategic advice on the Volunteer Insurance Initiative implemented by Swiss Development Cooperation in Ukraine.
2023 now	Humanitarian Policy Group (HPG) / ODI, UK	Senior Researcher/ Methodology Expert at the HPG/ODI project "Managing narratives in the humanitarian response to the conflict in Ukraine": Lead on designing methodology for Ukraine case study at the project , to carry out the desk-based analysis of narratives, Sensemaker® study, KIIs, focus groups and organize country-level workshops.
2022 now	Ground Truth Solution (GTS)	Senior Researcher/ Methodology Expert: Design methodology and lead on data collection projects on community perceptions of humanitarian aid in Ukraine, as well as in Poland, Romania, and Moldova.
2023 2024	AWO International	Senior Analyst/ Methodology Expert: Design methodology and lead analysis of the feasibility study for "Bucha CAREs: Bucha District's Community-driven Advance to Recovery and Empowerment" project, developed by AWO International (Germany) and Right to Protection (Ukraine)
2023	British Council	Consultant on monitoring and evaluation: conducting monitoring and evaluation of the 'Social cohesion' project.
2022 2023	International Renaissance Foundation / Environmental Policy and Advocacy Initiative for Ukraine (EPAIU)	Consultant on Organizational Assessment and Organizational Development: Conducting organizational assessment of 13 environmental organizations, EPAIU partners and conducting final assessment of the EPAIU's efforts to support the cohort of partner organizations.
2022	British Council	Consultant on monitoring and evaluation: conducting monitoring and evaluation of the 'Active Citizens' project.
2022	Volkshilfe Solidarität	Consultant on IDP needs assessment in Lviv region: mapping of key stakeholders including civil society actors in Lviv region; clear and precise analysis of IDP needs and challenges; clear and precise analysis of IDP needs and challenges of the host community members; providing recommendations for further humanitarian support and support to civil society actors providing humanitarian response activities
2020 2023	Democracy Support Program at Heinrich-Böll-Stiftung Kyiv	Consultant on Monitoring and Assessment of the Democracy Support Program: assess the extent to which the planned Program objectives and results were achieved, what could have been done better, and what implementation strategies could be replicated in the future.
2020 2021	GIZ project EU4Skills	Consultant on Organizational Assessment and Organizational Development: conduct organizational assessment of key stakeholders in VET system (National Qualification Agency, Ministry of Education and Science, Ministry of Economic Development and Trade, Institute of Educational Analytics); design organizational development plans for key stakeholders in VET system; providing training and mentoring on organizational development key stakeholders in VET system.
2021	Center for Civilians in Conflict – CIVIC	External Evaluator: final evaluation of the action "Building Capacity for Civilian Protection in Eastern Ukraine" funded by the European Union, including methodological preparation, data collection and analysis, and writing of the evaluation report.
2020	Project 'Empowered Partnership for Sustainable Development –	National Consultant on Assessment of Local Sustainable Development Solutions: Provided support to the Project team in conducting external

	pilot phase'/ Project implemented by UNDP and funded by Sida	assessments of the piloted initiatives and developing the recommendations for the local authorities on building challenge-driven partnership for sustainable development and recommendations for further replication and scaling up of supported initiatives.
2017 2018	GIZ Project "Professional integration of internally displaced persons into the labor market in Ukraine"	Consultant: stakeholder analysis and identification of relevant actors, building a collaboration system around IDP employability for the 6 Oblasts; conducting online training, coaching and mentoring for actors in engaging partners and stakeholders (6 online sessions); strategic coaching and mentoring of actors in planning projects together with stakeholders; assessment of feasibility of innovative multi-stakeholder projects; documentation of project approaches and assessment of feasibility for CLI and GIZ.
2017 2018	Individuell Människohjälp Swedish Development Partner, Moldova	Consultant: assessing the socio-economic, political and societal starting situation with regard to challenges, risks, opportunities and needs (problem and needs analyses), conducting a clear and precise analysis of poverty and human rights situation with a special focus on the rights of persons with disabilities; providing an analysis on the current civil society role and challenges; providing overview statistics on human development trends; conducting a stakeholder analysis; providing recommendations to effectively integrate gender, disability, environment and conflict sensitivity in the potential strategy.
2017	Ukrainian Social Investment Fund	Research consultant: conducting context analysis and needs assessment for IDP integration in 14 USIF partner communities in Zaporizhzhia, Dnipropetrovsk, and Kharkiv oblasts including stakeholder analysis of directly and indirectly affected stakeholders, their interests, influence, motivation and resistance, potential roles and stakes within the process; developing and delivering training sessions on stakeholders' collaboration and engagement; providing strategic coaching and mentoring for USIF community development consultants on participatory strategic planning, stakeholder engagement and collaboration, facilitation of IDP integration in the communities.
2017	Congress of Local and Regional Authorities of the Council of Europe	Monitoring Consultant: Monitoring the intermediate outcomes and eventually the short term impact of the specific activities addressed to local councilors; to analyze the typology and numbers of local initiatives implemented; to earmark relevant success stories and where applicable good practices; and to further disseminate them among beneficiaries of the project 'Promoting local democracy in Ukraine'.

****Information about consultancy assignments and management experience before 2017 will be provided upon request***

***** Examples of monitoring and research papers will be provided upon request***