

## OUR FACULTY

### Petra Kuenkel

Petra Kuenkel, Founder and Director of the Collective Leadership Institute, is a senior consultant for systemic change management since 1995, serving international private and public organizations. She has gained extensive experience in consulting complex change processes internationally in particular cross-sector partnerships and multi-stakeholder dialogues. Her work focuses on societal and international change through cross-sector dialogue and partnership implementation. Petra Kuenkel is an accredited partnership broker under the IBLF/ ODI Partnership Brokers Accreditation Scheme. As a faculty member of international leadership programs, she has taught leadership development courses for multinational companies in the US and the UK. She teaches the MIT-originating dialogic change approach as well as dialogue programs and courses on cross-sector partnering and multi-stakeholder-dialogues. Petra Kuenkel is the main author of the CLI publication 'Working with Stakeholder Dialogues' and published the book 'Mind and Heart. Mapping Your Personal Journey Towards Leadership for Sustainability'.



### Kristiane Schaefer

Kristiane Schaefer, Co-Founder and Co-Director of the Collective Leadership Institute (CLI) has a focus on Leadership and Dialogue for Sustainability in cross-sector settings. She has more than 15 years of international work experience in the private sector and international organizations. Her professional expertise is on strategy and concept development, process facilitation, project management, networking and skills development for cooperation with the private sector. She initiated several strategic projects for the CLI – such as „Young Leaders for Sustainability“ – a leadership development program building a network of changemakers for a sustainable future (<http://collectiveleadership.com/en/what-we-do/capacity-building-programs/young-leaders-for-sustainability.html>). Kristiane Schaefer was also responsible for setting up the international support program for the UN-SEED-Initiative from 2007 to 2009, “Supporting Entrepreneurs for Sustainability” ([www.seedinit.org](http://www.seedinit.org)). She has gained extensive experience in the public sector as project manager for the German International Cooperation (GIZ), where she coordinated the integration of the cooperation with the private sector within the department for private sector development. Since 2005 Mrs Schaefer develops and co-facilitates the training courses of CLI. She sets a particular focus on expanding CLI’s capacity building work to the West and East African countries.



### Susanne Bauer

Susanne Bauer, Director Process Support at the Collective Leadership Institute, has a longstanding international experience as facilitator, moderator and consultant in senior management positions in development cooperation, with regular short-term and long-term missions around the globe. Engaged in various cross-sectoral and multi-stakeholder dialogues in English-and French-speaking regions in Africa, the Middle East and North Africa, Susanne Bauer is an accredited CEFE trainer and advisor who has helped to bring forward social dialogue in the field of gender and private sector development (ILO: GET Ahead 2008). Her systemic networking capacity in organization development is continuously being called-upon for strategic advisory and evaluation services where she brings together multiple stakeholders in joint visionary workshops. Susanne Bauer has lectured at the Marburg Centre for Near and Middle Eastern Studies (CNMS: 2010), and currently acts as licenced Appreciative Inquiry (AI) practitioner involved in the World AIC Conference 2012.



### David Bond

David Bond, Director Leadership Development of the Collective Leadership Institute, is also an Associate of Ashridge Business School and Ashridge Consulting, visiting faculty at RSM Erasmus University in Rotterdam/ The Netherlands and at the Graduate School of Business (Cape Town/South Africa).

He is an international facilitator and personal leadership coach who usually works in contexts characterized by complexity, diversity and change - where dialogue facilitation, multi-stakeholder engagement and personal leadership are crucial.

Currently based in Cape Town, Dave has worked in the UK, Europe, Southern Africa, South-East Asia and the Americas.



### Vera Frieg

Vera Frieg, M.A. European Studies and International Relations, is Project Manager in the field of process support for Stakeholder Dialogues, strategic partnerships and cross-sector cooperation processes. She is a trainer on the faculty for the CLI educational programs and has accompanied stakeholder processes in Ghana, Gambia, Mozambique, Germany, South Africa, the Philippines and Hong Kong. Vera furthermore co-develops CLI educational material, new training formats and publications on Stakeholder Dialogues. She is co-author of the CLI practitioner book „Working with Stakeholder Dialogues“.

Prior to joining the CLI team, Vera worked for the German Organization for International Cooperation (GIZ) in the Philippines in the field of CSR, sustainable employment promotion and industrial community relations. In the Philippines, she accompanied the planning and implementation of CSR projects around economic zones and was a consultant for the development of a strategy for sustainable community relations. Furthermore, she supported small-sized community organizations in optimizing their business relations with economic zones.

She holds a certificate as peace and conflict consultant from the Academy for Conflict Transformation in Bonn/Germany, and is certified communication and behavioral trainer (Artop Berlin). Next to her German mother tongue, Vera is fluent in English and Italian and has solid knowledge of French.



### Silvine Gerlach

Silvine Gerlach is Senior Project Manager at the Collective Leadership Institute (CLI) in the area of dialogic change management consultancy and works internationally with development agencies, governments and socially responsible businesses. Her professional expertise is in process consultancy and strategy development for multi-stakeholder processes, cooperation management and strategic alliances as well as facilitation, project and network management. She also supports the establishment of cross sector networks, especially involving the private sector. Silvine is a faculty member of the international CLI educational program and co-develops new training formats and publications on Stakeholder Dialogues. She is co-author of the CLI practitioner book “Working with Stakeholder Dialogues”. Silvine plays a leading role in strategy and business development for the expansion of the CLI’s activities in Germany and the francophone regions (North and West Africa).

Before joining the CLI, Silvine worked with the German International Cooperation (GIZ) studying the impact of partnerships on the sustainability of the supply chain in the Ethiopian coffee sector.

Silvine holds a Master’s Degree in sociology, political science and psychology with a focus on organizational development and change management from the Free University of Berlin and the Technical University of Berlin. In addition, she is a systemic organizational consultant, accredited by the Institute for Systems Consulting (ISB) in Wiesloch. Silvine speaks German, French and English fluently and has basic knowledge of Spanish.



### Nahide Pooya

Nahide Pooya is Project Manager at the Collective Leadership Institute. She coordinates the “Young Leaders for Sustainability”- Program and is a faculty member of the international CLI educational programs. She is an organizational psychologist and certified communications and behavioral trainer as well as alumna of the postgraduate study program “International Cooperation” of SLE Berlin/Humboldt University.

Her main focus lies on interactive seminar tools and methods that foster responsibility and commitment. Nahide has extensive experience in trainings on sustainable development and international cooperation. She is fluent in English, Portuguese and Spanish.



### Glenda Wildschut

Glenda Wildschut, Director of Transformation at the University of Cape Town, South Africa, is a Senior Associate of the Collective Leadership Institute (CLI) and Co-Facilitator of the educational programs of the CLI. She was appointed in 1995 by President Nelson Mandela to serve as a Commissioner on the South African Truth and Reconciliation Commission under the chairmanship of the Nobel Peace Laureate Archbishop Desmond Tutu. She served on the Reparation and Rehabilitation Committee and as Regional Convenor. In 1998, she worked at the World Health Organization (WHO) in Geneva examining the role of health workers in transitional societies. Glenda Wildschut has been involved in human rights advocacy since the early eighties, working particularly with political prisoners in South Africa and Namibia, their families, exiles and orphaned returnee children. She pioneered the establishment of a trauma centre for survivors of violence and torture – the first of its kind in South Africa. Having acquired academic and clinical qualifications in South Africa and the US, she lectured and tutored at both the University of Cape Town and the University of the Western Cape. Glenda Wildschut serves on several boards, including the board of the Institute of the Healing of Memories, the Institute for Justice and Reconciliation, the Centre for Rural Legal Studies Home for Kids in South Africa (HOKISA) and Truth in Translation. Until recently, she was the Director of the Desmond Tutu Leadership Academy.



### Claudia Noder

Claudia Noder, Senior Associate of the Collective Leadership Institute (CLI) facilitates the seminar ‘Working with Stakeholder Dialogues’ in Latin America. She graduated in business administration and worked over 20 years in international projects focusing on systemic strategy development, management consultation and implementing stakeholder dialogues. In Chile Claudia gained extensive experience as an environmental consultant for the Ministry of Mining as well as the UNO-ECLAC. As Project Manager Claudia supported the German Technical Cooperation (GTZ) to expand and support the acquisition and process managing of projects in Columbia. Her main focus was to support anti-poverty, strengthen environmental management and increase efficiency of public institutions. Also she has gained expert knowledge of managing the private sector in her position as project chain manager at Siemens AG.





## Andre Stuer

Andre Stuer, Senior Associate of the Collective Leadership Institute (CLI) is a management consultant for strategy development & execution, organizational development and culture change for multi-national companies. Together with his team he develops and implements innovative management systems. He worked over 6 years for several international consulting companies. From 2004-2007 he was internal consultant, head of organizational development at DaimlerChrysler Financial Services EAAP and head of change management at Daimler Sales Worldwide. He holds a Diploma in Systems Theory and Computer Science. He is trained and certified in several areas like change management, strategy development and execution, coaching, large-group-interventions, systemic consulting, and multi-stakeholder-dialogues. He has been working closely with the CLI since 2008.

