

Deborah Dunham MA MS MCIPD PMP



projects@DeborahDunham.net

<https://uk.linkedin.com/in/deborahdunham>

Professional Profile

As an accomplished **learning and organisational change consultant**, with a unique blend of 20 years' experience working with both private sector, non-profits & NGOs, I utilise the power of education, capacity building and knowledge transfer to develop people and organisations to their full potential. Along with skills in needs assessment, change and project management, I bring a global orientation and cross-cultural fluency that comes from onsite work experience in 30 countries.

I help leaders align people with strategy, identify issues and opportunities while simultaneously developing people to ensure lasting results and sustainable change. I implement complex international projects and engage diverse stakeholders to mobilise and inspire teams to achieve great things – on time and on budget.

Non Profit Organisational Development

- ❖ Implemented strategic change and organisational development **AL Madad Foundation** which supports refugee/disabled children through education & art therapy programs in seven countries in MENA region
- ❖ Learning advisor "First Aid Training for Culture in Crisis" **Unesco**, Smithsonian, ICCROM The Hague
- ❖ Developed organisation structure, role descriptions, staffing and capacity building plan, managed training RFP for 300 staff **National Museum of Egyptian Civilisation** for Unesco Cairo, Paris
- ❖ Led multinational team on comprehensive strategic sustainability plan for **Unesco**, Palestine
- ❖ Onsite project consultant/facilitator **Aga Khan Trust for Culture** and **Turquoise Mountain Foundation**, team development, community engagement and post conflict reconstruction projects, Afghanistan
- ❖ **Royal Geographical Society** London Co-curator initiative to engage Muslim and other ethnic communities with RGS photographic collections. Visitor numbers to the RGS increased by 55%

Learning & Organisational Change projects

- ❖ Project & Change Manager Reorganisation/Relocation **BBC** Information and Archives UK
- ❖ Program Manager **Barclays** Global Workforce Strategy UK/US/India/Eastern Europe
- ❖ Learning and Organisational Effectiveness consultant **Royal Dutch Shell** Netherlands
- ❖ Change Management and Communication consultant offshore resourcing **KPMG** UK/India
- ❖ Learning manager, International HR specialist **United Airlines** EMEA and Asia Pacific

Key Competencies

- Change Management
- Capacity building, coaching and mentoring
- Learning & organisational development
- Needs assessment/ gap analysis
- Organisational readiness assessments
- Project Management/risk management
- Stakeholder Engagement/communication strategy
- Strategic Planning

Education & Qualifications

MS	Learning and Organisational Change Northwestern University
MA	Islamic Art and Archaeology, SOAS University of London UK
BA	English literature (law and history) Hillsdale College MI USA
PMP	Project Management Professional Project Management Inst.
MCIPD	Member, Chartered Institute for Personnel & Development

Volunteer work and publications

Project Management Institute Community of Practice Leader-Mentoring (winner of PMI's 2011 global community award), learning advisor, Center for Heritage Activities, The Netherlands, Museums Association (UK) Continuing Professional Development mentor Co-founder of <http://communityartsinitiative.net> a social enterprise to engage communities with culture. Author: "Capacity Building in the Middle East," Museums Journal (2010)

What colleagues and clients say

"Very engaged & proactive consulting, conducted with a friendly and sensitive tone, with a good view to timely deliverables & action."

"KPMG benefited from Deborah's knowledge and prior experience in stakeholder communication strategies, including profiling, framing and presentation of messages and medium of delivery. I should like to highlight in particular her open and approachable style, and good listening skills, which helped us through some difficult discussions."

"Fantastic to work with. A real inspiration. The most professional and innovative project manager within the BBC at the moment."