

Profile

Stephen Blakemore is an independent consultant and trainer working with non-profit organisations in the UK and around the world. He has a professional background in Human Resource Management and nearly thirty years of experience in the field of training and group facilitation, mostly with humanitarian relief and development organisations. With a reputation for his creative approach, Stephen has designed, led or contributed to a wide range of courses, workshops and conferences. He has recently worked with ActionAid International, Care International, the European Interagency Security Forum, International Rescue Committee (IRC), Norwegian Refugee Council (NRC), Oxfam GB, RedR UK and Welthungerhilfe.

Recent projects and assignments

Partners with **The Conscious Project** to help **International Rescue Committee (IRC)** build their country emergency teams (2015 - ongoing). Also worked on a facilitation skills workshop for staff and external consultants delivering IRC's Management Development Programme (2015 and 2016). Helped design and facilitate *Building Stronger Partnership* workshops for IRC and partners in Greece and Iraq (2017).

Facilitated workshops in Jordan and Lebanon for participants on *CONTEXT* Management & Leadership and Core Skills capacity strengthening programmes – part of the global Talent Development Project (2015-17).

Facilitated various large workshops and global conferences for organisations including the **European Inter-agency Security Forum (EISF)** (January 2015) and **ActionAid International** (February 2016 and December 2018), and, with The Conscious Project, for **IRC** (June 2019).

Worked with **Welthungerhilfe** to design and implement a series of disaster preparedness workshops for their implementing partners in India and Pakistan (2014).

Led the facilitation team for the **Norwegian Refugee Council's (NRC) Management and Leadership Skills Development Programme** for the Horn of Africa region. As part of the programme, also provided remote coaching to individuals working in Kenya, Somalia and South Sudan (2014).

Convened and facilitated the **People in Aid** Humanitarian Human Resources (HHR) Conferences on *Strengthening Local Humanitarian Capacity* (May 2011) and *What Duties? Who Cares? Integrate Your Approach to Health, Safety and Security* (May 2012), and *Current Humanitarian Challenges and Their Implications for HR* (June 2013).

As an Associate Trainer, works with **RedR** on various open and bespoke training courses, including *Training of Trainers for the Humanitarian Sector*, *Managing People and Projects in Emergencies*, and *Essentials of Humanitarian Practice*. Has delivered RedR training globally including in Jordan, Kenya, Pakistan, Sudan, and South Sudan. As part of a RedR project team, delivered programme management training for the **Department for International Development (DFID)**, and continues to deliver training for cross government funds including the **Conflict, Stability and Security Fund** and **Prosperity Fund**.

Outside of the humanitarian sector, works with creative and cultural organisations including **Tate** and the **National Trust**, and various non-profit organisations and community groups.

Has developed leadership competencies, and designed leadership and management development programmes. Designed and facilitated training for volunteers.

Uses graphic design skills to create innovative and impactful training materials and learning resources.

Areas of expertise

Developing individuals

- Designing and delivering training in many areas including:
 - Management and leadership skills
 - Influencing and negotiation
 - People and project management
 - Public speaking and group facilitation
- Coaching and mentoring individuals
- Training trainers and facilitators

Developing teams

- Designing and facilitating teambuilding programmes
- Facilitating meetings and workshops
- Reviewing team performance, projects and events
- Preparing emergency response teams

Developing organisations

- Undertaking learning needs analysis
- Designing management development programmes
- Evaluating training interventions
- Facilitating conferences and learning events
- Developing performance appraisal systems

Overseas assignments

Led or contributed to workshops, conferences and training programmes in more than 30 countries including: Canada, China, Denmark, Ethiopia, Egypt, Ghana, Greece, India, Indonesia, Iraq, Jordan, Kenya, Laos, Lebanon, Mozambique, Myanmar, Nepal, Nigeria, Pakistan, Papua New Guinea, Philippines, South Africa, Sri Lanka, Sudan, South Sudan, Thailand, Turkey, USA, Vietnam, Yemen, Zambia and Zimbabwe.

Clients

Carried out work for many UK and international organisations, including: ActionAid, Advantage Africa, Age Concern England, Battersea Dogs & Cats Home, BOND, CAFOD, CaLP, CARE International, Children in Crisis, Christian Aid, ECB, The UK Foreign and Commonwealth Office, International Federation of Red Cross and Red Crescent Societies, International Rescue Committee, National Trust, Norwegian Refugee Council, Oxfam GB, People in Aid, RedR, TATE, Unicef, VSO, Welthungerhilfe, World Vision International.

Employment history

Joined UK Civil Service and, from 1986 to 1989, was Regional Staff Training Officer in the (then) Dept. of Employment. Volunteered as youth worker and established young people's film and video cooperative.

In 1989, joined VSO (Voluntary Service Overseas) as Training Officer, designing and facilitating training courses for VSO volunteers. In 11 years at VSO, worked as Personnel Officer, Acting Head of Human Resources and Staff Development Adviser. Designed and facilitated training for VSO programme staff in the UK and around the world. In 1996, undertook a short UN Volunteer assignment in Bosnia Herzegovina. Left VSO in 2000 to establish own training and consultancy business.

In June 2003, joined the staff team at RedR UK, advising on training and learning approaches, developing training materials, and overseeing the evaluation of RedR's training programmes. Left the RedR UK staff team in December 2005 and now regularly contributes to its work as an Associate Trainer.

References

Details of referees can be provided on request.

Contact

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