

Dwayne Hodgson

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Summary of Experience & Skills

Seventeen years of experience in the fields of adult learning, community development and environmental stewardship in Canada and Africa. Advanced skills include:

- *participatory learning / training design and facilitation*
- *program design, monitoring and evaluation*
- *conducting learning evaluations*

Professional Experience

Freelance Consultant

2008 – Present Ottawa

As a consultant, I work with organizations to improve their learning and evaluation processes by applying my skills in training design, facilitation, and evaluation; and in program design, monitoring, and evaluation. My recent clients include:

International Development Research Centre.

Designing and facilitating a 2-day learning forum on virtual platforms for knowledge management in international development in Winnipeg in February 2012.

September 2011 – March 2012.

Global Learning Partners, Inc.

Working with a design team to “renovate” GLP’s foundational course on adult learning principles and practices. September 2011 – November 2011.

The Ottawa Mission.

Designing and facilitating a program evaluation capacity building project with staff and conducting an evaluation of their Job Training program for low-income clients. May - November 2011.

World Vision Canada.

Working with Bill Van Geest of *Touchstone Strategies* to conduct secondary and primary research on issues facing New Canadian Children and Youth to suggest relevant program-level indicators for community-based newcomer services. June – October 2011.

International Development Research Centre

Designed and facilitated a 5-day consultation with 35 international researchers on alternative livelihoods for tobacco producers. Ottawa. February – July 2011.

Citizens for Public Justice.

Facilitated *The Principles & Practices of Dialogue Education*, a customized 4-day course on adult learning design and facilitation for CPJ staff and guests. Ottawa. April 4-7, 2011.

CODE

Coaching on Results-Based Management for staff to write a proposal to the Canadian International Development Agency for CODE’s international literacy program. February-March 2011

Wellspring Consulting

Training curriculum review for a new course on writing an Executive Summary to be held at the Center for Excellence in Communication. December 2010.

International Development Enterprises

Provided coaching on the design of IDE’s international iQ (Monitoring and Evaluation) Team planning meeting in Delhi, India. October 2010.

Parks Canada

Conducted a pedagogical review of online curriculum for Parks Canada’s Public Outreach Education training program. March 2010.

imagineAction

Coached staff and board members to map out their Theory of Change for their new student mobilization program in preparation for a major presentation to funders. February 2010.

Canadian Teachers’ Federation

Technical assistance with RBM components of a proposal to CIDA for international education program. Included designing and facilitating workshops on RBM with staff and board members. December 2009-June 2010.

Save the Children Canada

Research and production of three PowerPoint presentations on contextualizing RBM for community development practitioners and project participants. Researched complementary and alternative M&E methods to RBM. Updated modules to conform with new CIDA / Treasury Board guidelines for RBM. May-August 2008 & April 2010.

The Natural Step Canada

Conducted a training design and facilitation review of the Sustainability for Leaders - Level 1 course. December 2009.

Centre for Intercultural Learning

Co-facilitated *RBM for the Intercultural and Multi-Stakeholder Context* workshop for CIDA’s Voluntary Sector and British Columbia Council for International Cooperation. Vancouver. October 2008.

The Natural Step Canada

Designed and facilitated *Designing for Sustainability*, a one-day workshop on adult learning theory, training design and facilitation. Ottawa. July 2008

The Natural Step Canada

Designed and facilitated Learning for Sustainability, a workshop on the principles and practices of Dialogue Education. Ottawa. May 2008

Manager, Sustainability Learning Program

2009-2010

The Natural Step Canada

Ottawa

In this staff position, I:

- Managed TNS Canada’s Sustainability Learning Programs, including public face-to-face training workshops and webinars.
- Revised Level 1 and designed Level 2 workshops
- Designed and facilitated a public webinar on evaluating sustainability initiatives.
- Coached TNS advisors on learning design and facilitation techniques for their Sustainable Business, Sustainable Communities Emerging Leaders and Exchange programs.
- Designed and facilitated in-house training workshops on facilitation skills, strategic planning and program evaluation.

National Coordinator 2008 – 2009
Canadian Global Campaign for Education Ottawa

Coordinated a coalition of 22 organizations working to enhance Canada's contribution to meeting UNESCO's *Education for All* goals through research, policy dialogue and public mobilization. Organized the BIG READ campaign for 15,000 Canadian students and teachers as part of an international campaign on the right to education and literacy.

Programs Director 2002 – 2008
Global Learning Partners. Ottawa

Managed client relations, and supported a team of seven decentralized partners and a network of associates to provide train-the-trainer courses and consulting services around the world. Designed and facilitated workshops on adult learning principles and practices, program design, monitoring and evaluation, learning evaluation, and running effective meetings with non-profit, government and corporate clients. Relevant courses and projects include:

Global Learning Partners – Public Course

Redesign and facilitation of Evaluation by Design. November 12-14, 2007.

Eli Lily & Company

Co-Design and co-Facilitation of Cymbalta® CRP Speaker Training: Applying the Principles of Effective Adult Learning. Vienna, Austria. October 11-12, 2007.

Nunavut Sivuniksavut

Researched and wrote proposal and budget for expansion of education program for Inuit youth. July to November 2007.

United Way / Centraide Ottawa

Design and facilitation of SURE-Fire Meetings: Meetings That Get Things Done. Workshop at 2007 Sharing Our Strengths Conference. June 12, 2007.

United Way / Centraide Ottawa

Design and facilitation of Workshops that Work. Workshop at 2007 Sharing Our Strengths Conference. United Way / Centraide Ottawa. June 13, 2007.

Global Learning Partners – Public Course

Facilitation of *Learning to Listen, Learning to Teach: An Introduction to Dialogue Education*. Public Course. May 15-28, 2007.

Save the Children Canada.

Design and facilitation of Save the Children Canada Staff Conference. April 23-27, 2007. Toronto.

The Natural Step Canada.

Curriculum development coaching for staff at The Natural Step Canada. March-April 2007.

Volunteer Ottawa

Design and facilitation of *Facilitating Learning Through Dialogue: A Train-the-Trainer Session* for Volunteer Ottawa. Ottawa. October 27-29, 2006.

Global Learning Partners – Public Course.

Redesign and facilitation of *Learning Evaluation by Design*. Toronto. October 24-26, 2006.

Global Learning Partners – Public Course.

Design and facilitation of SURE-Fire Meetings. Dialogue Education Institute. Montpelier, Vermont. October 9-10, 2006.

World Vision International.

Curriculum Evaluation of *Making the Most of the Rest of Our Lives* curriculum. July 2006.

World Vision Canada

Design and Facilitation of *Dialogue Education Facilitation Skills for World Visions Canada's Regional Team Leaders*. Mississauga. June 22-23, 2006.

World Vision Canada.

Design and facilitation of Partners to End Child Poverty Partner Capacity Building Workshop 2: Project Design, Implementation and Monitoring (Cohort 2). World Vision Canada, Canadian Programs. Mississauga. June 6-7, 2006.

World Vision International

Design of DVD Study Guide for staff training. Mississauga. April - June 2006.

United Way / Centraide Ottawa's

Design and facilitation of *Workshops that Work!* A Workshop at the *Sharing Our Strengths Community Conference* 2006. June 15, 2006.

Global Learning Partners – Public Course

Co-design and facilitation of *SURE-Fire Meetings*. Toronto. May 24-25, 2006.

Global Learning Partners – Public Course

Facilitation of *Learning to Listen, Learning to Teach: An Introduction to Dialogue Education*. Ottawa. May 15-18, 2006.

World Vision Canada

Design and facilitation of Partners to End Child Poverty Partner Capacity Building Workshop 1: Program Orientation and Community Assessment (Cohort 2). Canadian Programs. Ottawa & Mississauga. April 6-7, 2006.

Micah Challenge Canada.

Design of *Micah Challenge Face-to-Face Meeting - Day 2, a consultation for 40 network members on the United Nations' Millennium Development Goals*. February 14, 2006.

World Vision Canada.

Design and facilitation of Partners to End Child Poverty Partner Capacity Building Workshop 2: Project Design, Implementation and Monitoring (Cohort 1). Canadian Programs. Mississauga. February 7-8, 2006.

Global Learning Partners – Public Course

Facilitated *Learning to Listen, Learning to Teach: An Introduction to Dialogue Education*. January 24-27, 2006.

UNICEF Eastern and Central Europe Evaluation Offices.

Reviewed Evaluation Reports and Evaluation Terms of Reference. Ottawa/Geneva. June – December 2005.

Global Learning Partners -- Public Course

Redesign and facilitation of Evaluation by Design. November 10-12, 2005.

Global Learning Partners – Public Course

Facilitation of *Learning to Listen, Learning to Teach: An Introduction to Dialogue Education*. October 11-14, 2005.

World Vision Canada

Design and facilitation of *Partners to End Child Poverty Partner Capacity Building Workshop 1 Program Orientation and Community Assessment*. (Cohort 1). World Vision Canada, Canadian Programs. Ottawa & Mississauga. October 17-18, 2005.

Participatory Development Forum

Design and Facilitation of *Making Workshops Work: An Introduction to Dialogue Education*. A one-day workshop at the *Participatory Development Forum Conference: Participating to Create a Different World: Shaping Our Own Future*". University of Ottawa, August 14, 2005.

Participatory Development Forum

Co-design and co-facilitation of *Making RBM More Participatory Through Dialogue*. A one-day workshop at the *Participatory Development Forum Conference: Participating to Create a Different World: Shaping Our Own Future*". University of Ottawa, August 15, 2005.

World Vision Canada

Facilitation of *Learning to Listen, Learning to Teach: An Introduction to Dialogue Education*. Mississauga. June 27-30, 2005.

UNICEF

Conducted a Evaluation Quality Assessment Review of over 100 Program Evaluations for the Evaluation Office, UNICEF Headquarters, New York City. December 2004 to June 2005.

CODE Canada

Design & Facilitation of *CODE's 2005 International Partners Meetings*. Ottawa. June 13, 2005.

United Way / Centraide Ottawa

Designed and facilitated *Workshops that Work!* A session at the *Sharing Our Strengths Community Conference 2005*. June 8, 2005.

World Vision International

Curriculum evaluation and re-design for *WVI Christian Commitments Forum*. Ottawa. April - May 2005.

Nunavut Youth Abroad Program

Facilitated NYAP Expansion Discussion for Board Members. Ottawa. May 5-6, 2005.

Christian Reformed World Relief Committee

Redesign of *Transformational Community Development Modules*. April 2004 to April 2005.

Christian Reformed World Relief Committee

Research and writing of mid-term report for *CRWRC's partner, CES, Sierra Leone for Sahakarini Interworld Education and Development Association*. Ottawa. March 2005.

Canadian Psychiatric Research Foundation.

Design and facilitation of *Volunteer Presenter Orientation Workshop for When Something's Wrong Youth Program*. Toronto. April 16, 2005.

Nunavut Youth Abroad Program

Evaluation of Nunavut Youth Abroad Program (NYAP) Work Placement Component of NYAPs experiential learning program for Inuit youth. Ottawa. February 2005.

Nunavut Youth Abroad Program

Evaluation of Nunavut Youth Abroad Program (NYAP) Mentoring Process of NYAP's

experiential learning program for Inuit youth.. Ottawa. December 2004 - January 2005.

World Vision Canada

Facilitated *Learning to Listen, Learning to Teach: An Introduction to Dialogue Education*. Mississauga. November 29 to December 2, 2004.

Institute in Management and Community Development, Concordia University.

Designed and Facilitated *Workshop Design and Facilitation Skills That Work*. June 18, 2004.

Lutheran World Federation & Canadian Lutheran World Relief

Applying Results-Based Management to Community Development Programs: a workshop for the African partners of the Lutheran World Federation and Canadian Lutheran World Relief. Songo, Tete Province, Mozambique. May 31 to June 4, 2004.

Riverdale Community Development Corporation and Community Economic Development Technical Assistance Program (CEDTAP).

Designed and Facilitated Building a Network Meeting. Trois Rivières. May 19, 2004.

Mennonite Economic Development Agency / Canadian Lutheran World Relief.

Designed and facilitated *Applying Results Based Management in Community Development Programs*. Winnipeg. May 4-5, 2004.

Global Learning Partners – Public Course

Facilitated *Learning to Listen, Learning to Teach: An Introduction to Dialogue Education*. Ottawa. May 11-14, 2004

Parks Canada

Co-designed and co-facilitated National School Curriculum Program Meetings. *Heritage Presentations and Education*. Parks Canada. Ottawa. February 24-26, 2004.

Pueblito Canada.

Designed and Facilitated *Results Based Management for Community Development Programs*. Toronto. January 31 & February 2-3, 2004.

Canadian Foodgrains Bank

Co-facilitated *Learning to Listen, Learning to Teach: An Introduction to Dialogue Education*. February 17-20, 2004.

Right to Play

Designed and facilitated workshop on *Adult Learning Approaches* at Volunteer Orientation. *Right to Play*. Toronto. January 30, 2004.

Mission Prep

Co-facilitated *Learning to Listen, Learning to Teach: An Introduction to Dialogue Education*. Toronto. November 3-6, 2004.

Nunavut Youth Abroad Program

Conducted an evaluation of Nunavut Youth Abroad Program (NYAP) Home Stay Component of NYAP's experiential learning program for Inuit youth. Ottawa. November & December 2003.

International Centre for Transitional Justice

Conducted a Curriculum Review of their international human rights and transitional justice training program. New York City. November 2003.

Christian Reformed Church in North America

Designed and facilitated *Service Link's Regional Coordinators of Volunteers Conference*. Burlington. October 30-31, 2003.

Global Learning Partners – Public Course

Facilitated *Learning to Listen, Learning to Teach: An Introduction to Dialogue Education*. Toronto. October 14-17, 2003.

Riverside Women, Infant and Children’s Supplemental Health Program (WIC),

Co-facilitated *Learning to Listen, Learning to Teach: An Introduction to Dialogue Education*. Riverside, California. September 29 to October 3, 2003.

Christian Reformed World Relief Committee (Relief Team).

Designed and facilitated *International Relief Manager’s Conference*. Edmonton, Alberta. June 16-18, 2003.

Department of Foreign Affairs and International Trade

Facilitated student group at *National Youth Forum*. Ottawa. March 2003.

Program Consultant (Staff) 1998 – 2002
Christian Reformed World Relief Committee (CRWRC). Dar-es-Salaam, Tanzania

Worked in partnership with three Tanzanian organizations to support their community development, relief, human rights and gender justice programs via capacity building and technical support for project design, monitoring, learning and evaluation. Also:

- Participated in program evaluations in community development programs in Tanzania, Kenya, Rwanda and Zambia
- Supported organizational best practices on environmental stewardship by creating a CD-ROM for Environmental Impact Assessment and managing an organizational effort to build the capacity of our partners to conduct EIA’s in their work.
- Participated in review of organization’s practices for monitoring and evaluation.

Relevant workshops that I designed and facilitated included:

CODE Canada.

Designed and facilitated *CODE Working Session: Using Results Based Management for Project Planning, Monitoring & Reporting*. Bagamoyo, Tanzania. January 2002.

Taaluma Women’s Group

Designed and facilitated *Organizational Capacity Indicators Workshop*. December 15, 2001. Dar-es-Salaam, Tanzania.

Anglican Church of Tanzania – Diocesan Development Program.

Designed and facilitated workshop on *Project Planning, Monitoring & Reporting*. Diocesan Development Officers Workshop. Lushoto, Tanzania. September 4-5, 2001

African Inland Church of Tanzania (AICT).

Designed and facilitated *Using a Log-Frame for Project Planning & Reporting*. Mwanza, Tanzania. November 1999.

Project Coordinator 1997– 1998
Caledon Institute of Social Policy Waterloo Region / Ottawa.

Supported the *Opportunities 2000* community economic development program in Waterloo Region through research on poverty issues and evaluation planning.

Co-Founder and Coordinator 1996 – 1998
Bytowne Urban Gardens (BUGs). Ottawa

Worked with community members to establish a community garden in downtown Ottawa via an Asset-Based Community Development strategy. Wrote successful grant proposals to federal and local governments, and foundations. Program received City of Ottawa Environmental Award.

Junior Consultant 1994 – 1997 Ottawa

Completed short-term contracts and internships in research, proposal writing, policy analysis, and evaluation, with the following organizations:

Canadian International Development Agency.

Co-coordinated a File Review of Canadian Partnership Branch's Basic Human Needs Programming. Ottawa. February - May 1997.

International Development Research Centre

Evaluation report analysis and design of evaluation planning tools for program initiatives, Evaluation Unit, IDRC. Ottawa. October 1996 - March 1997.

Ottawa Innerscity Ministries (OIM)

Community Chaplaincy program proposal to Correctional Services Canada. 1996.

E.T. Jackson & Associates Ltd. for Performance Review Division, CIDA.

Literature Review for Learning for Results, Current Issues, Trends and Lessons Learned in Basic Human Needs. Ottawa. April - May 1996.

Project Services International (PSI)

Research in support of OECD review of six donor agencies' environmental policies. Ottawa. August 1995

Canadian International Development Agency (CIDA)

Evaluation of Desertification Convention Communications Project. Ottawa. May 1995.

Canadian International Development Agency (CIDA)

Research and Development Needs of the Convention on Desertification and Canadian Capacity to Respond. Desertification Convention Office. Africa & Middle East Branch, CIDA. Ottawa. January - April 1995.

International Development Research Centre.

Policy analysis for South African information policy project. Information Sciences & Systems Division, IDRC. Ottawa. May - August 1994.

Education

Masters of Arts, International Affairs (Development Studies). Norman Paterson School of International Affairs (NPSIA), Carleton University.	1996 Ottawa
Honours Bachelor of Arts and Science Arts and Science Programme, McMaster University	1992 Hamilton

Professional Development

- *Group Facilitation Skills (Focused Conversation Method)*. ICA Associates, Toronto. March 7-8, 2011.
- *Social Analysis Systems² Introductory Workshop. SAS² Dialogue*. Ottawa. January 19-21, 2010.
- TEDxOttawa, an invitation-only, independently organized www.ted.com event. Ottawa. December 6, 2009.
- *Sustainability for Leaders Level 1 Course*. The Natural Step Canada. Ottawa. December 10-11, 2009.
- *Results-Based Management for the Intercultural and Multi-Stakeholder Context*. Canadian Partnership Branch – Voluntary Sector Projects and Education, CIDA. Toronto, Ontario. August 11-13, 2008.
- *Strategic Sustainability Planning & Integrated Community Sustainability Planning Workshops*. The Natural Step Canada. Ottawa. February 15, 2008.
- *Human Systems Dynamics – Seeing and Influencing Systems*. Human Systems Dynamics Institute and Global Learning Partners, Inc. Montpelier, Vermont. October 4-5, 2006.
- *Member of the Canadian Society for Training and Development 2004-2006*;
- *Results Based Management: Are We There Yet? Ever?* Toronto, Ontario. November 16-18, 2005.
- *Dialogue Education Teacher Certification Course*. Global Learning Partners. North Myrtle Beach, South Carolina. June 2-4, 2003.
- *Advanced Learning Design*. Global Learning Partners. Montpelier, Vermont. May 27-29, 2003.
- *Learning to Listen, Learning to Teach*. Global Learning Partners. Summer Peacebuilding Institute, Eastern Mennonite University. Harrisburg, Virginia. June 2001.
- *Logical Framework Analysis and Results Based Management. World Vision Tanzania and the Capacity Building Innovation Network (CABIN)*. Arusha. April 1999.

Creative Work

Hodgson, Dwayne. *What I'm Learning, a blog on learning design and facilitation.* <http://www.learningcycle.ca/blog> that includes reflections, tools, games and videos on adult learning.

Hodgson, Dwayne. Summer 2010. Finding the Sweet Spot: Creating Learning-Centered Workshops. [Voices in Dialogue](#), an e-Journal of [Global Learning Partners](#).

Hodgson, Dwayne. November 2009. [An Objective, Reflective Perspective on The Subject of Effective Affective](#). *Voices in Dialogue*. Winter 2009. www.globalearning.com

Hodgson, Dwayne. July 2008. RBM Training Modules in *Results-Based Management and Communities*. Produced by Save the Children Canada. Available online @ <http://www.slideshare.net/learningcycle>

Hodgson, Dwayne. July 2008. *Tools and Toolboxes for Adapting Results-Based Management at the Community Level. A review for Save the Children Canada.*

Hodgson, Dwayne. 2007. [Blending Power Point and Dialogue Education](#). *Voices in Dialogue*. Global Learning Partners, Inc. Issue 11 / Autumn 2007. www.globalearning.com

Hodgson, Dwayne. 2007. Interviewed GLP founder, Dr. Jane Vella, recorded and produced four audio podcasts that were posted on iTunes and at www.globalearning.com/podcasts.htm, including:

- *The Learning Needs and Resources Assessment* (Eleanor Ray!)
- *Safety First!*
- *The Seven Steps of Design*
- *Learning Designs and Spontaneity*

Hodgson, Dwayne. 2006. [Power Tools: Dialogue Education and Community Development](#). *Voices in Dialogue*. Global Learning Partners, Inc. Issue 8 / Winter 2006. www.globalearning.com

Hodgson, Dwayne. 2005. [Echoes of Conversations Past](#). *Voices in Dialogue*. Global Learning Partners, Inc. Issue 2 / Summer 2005. www.globalearning.com

Hodgson, Dwayne. 2005. [Too Much Blank for the Blank Game](#). *Voices in Dialogue*. Global Learning Partners, Inc. Issue 2 / Summer 2005. www.globalearning.com

Hodgson, Dwayne. 2005. "Self-Portraits". Contribution to "Icebreakers" Column. [Creative Training Techniques: A newsletter of tips, tactics and how-to's for delivering effective training](#). January 2005. Volume 18: Number 1.

Hodgson, Dwayne. April 2003. *Pasha, Pasha, Pasha....Choma!* (Guest column on Dr. Jane Vella's online journal). www.globalearning.com

Hodgson, Dwayne. Spring 2000. *Commentary: A Swahili Lexicon*. Blog entry reprinted in McMaster Times. McMaster University, Hamilton.

Hodgson, Dwayne. 1998 – 2002. *A Swahili Lexicon: New Words and Stories From Tanzania*. A Bi-Monthly Blog posted online from Tanzania for Canadian constituency.

Torjman, Sherri and Dwayne Hodgson. 1998. *Poverty in Canada and in Waterloo Region*. Ottawa: Caledon Institute of Social Policy.

Hodgson, Dwayne. May 1998. *Opportunities 2000: A Community-Based Program to Reduce Poverty*. Caledon Institute of Social Policy.

Hodgson, Dwayne and Fiona Mackenzie. 1997. *Building on Experience: A File Review of Canadian Partnership Branch's Basic Human Needs Programming*. Canadian Partnership Branch, CIDA.

Jackson, E.T., Denise Beaulieu, Marielle Gallant, and Dwayne Hodgson. June 1996. *Learning for Results: Current Issues, Trends and Lessons Learned in Basic Human Needs*. Performance Review Division, CIDA.

Geographic Experience

- Work:** Canada, Tanzania, Zambia, Kenya, Uganda, Rwanda, Malawi, Mozambique, Austria, and the United States.
- Personal:** South Africa, Namibia, Botswana, Zimbabwe, Swaziland, Lithuania, Ireland, the Netherlands, Denmark, United Kingdom; various places in the USA, and Vancouver to San Francisco by bicycle.

Other Interests & Skills

- Volunteering:** Board member and Chair of Program Advisory Committee for Citizens for Public Justice.
Playing music and run A/V at Church of the Ascension.
Organizing and MCing Coffee Houses for up to 200 guests.
Host family with the Community Connections Program at the Catholic Immigration Centre to welcome a New Canadian family.
- Music:** Piano (Grade 9 Royal Conservatory), vocals (bass and lead) with folk and rock groups; also West African hand-drumming, and acoustic guitar.
- Sports:** Cycling, cross-country & downhill skiing, canoeing, yoga and scuba.
- Cooking:** Thai and Indian food, making home-made bread by hand, serving waffles to over 90 guests on New Year's Day.