

# Berlin Civil Society Center

## SENIOR LEADERS WEEK

19 August 2011



## Presenters

### Monday, 22 August 2011

#### AFTERNOON SESSION: HUMAN CAPITAL STRATEGY & TALENT MANAGEMENT

#### **Gib Bulloch**, *Partner, Accenture*

Gib Bulloch is the Founder and Executive Director of Accenture Development Partnerships (ADP), a ring-fenced not-for-profit consulting group within Accenture, whose clients include many of the major international NGOs and development agencies. ADP's main focus is bringing affordable business and technology expertise to the international development sector and promoting private sector engagement in sustainable development. Launched in 2003, ADP's "self-sustaining" business model has been used as an example of corporate best practice in social innovation in a number of publications. In his role as Executive Director of ADP, Gib travels and works extensively in developing countries and is a regular speaker on the role of business in development, corporate social entrepreneurship and cross-sectoral partnerships.

#### **Stuart Taylor**, *Partner, Accenture*

After a short period working in the Defence industry, he joined Accenture (then under a different brand name) in 1987, becoming an Associate Partner in the mid 90's then partner in 2000. Stuart has worked with many clients across Europe, who operate in the Financial Services, Resources and Communications & High Technology (C&HT) industries. He has spent much of his career helping clients shape, plan and execute complex Business Transformation initiatives. At present he is Management Consulting Director for a global Telecommunications client, and also for a major Aerospace & Defence organization. Stuart setup and led Accenture's Organisation Effectiveness business across EALA for its first two years, establishing it as a key element of Accenture's EALA Management Consulting business. He continues to lead Accenture's Talent & Organisation Performance business across its UK&I C&HT business.

### Tuesday, 23 August 2011

#### MORNING SESSION: RISK MANAGEMENT

**Benedict Muhigo**, *Senior Manager, International Development, PricewaterhouseCoopers*  
Benedict is a Senior Manager with PricewaterhouseCoopers in Switzerland in the International Development Assistance unit and has worked with PricewaterhouseCoopers since 1999. Prior to joining the Geneva office, Benedict was based in Uganda where he

was involved in advisory, audit and other assurance related type of work. These included financial audits, programme design, Funds tracking, monitoring and evaluation of programmes, value for money and fraud investigations, procurement reviews, financial management design and reviews and donor guidelines compliance reviews. Benedict has specialized in the delivery of professional advisory services to International Donor Agencies, host Governments and NGOs. He has provided consultancy services with various UN agencies and international NGOs as well as multilateral and bilateral donors. Benedict also worked for six months with the Global Fund Program Finance Unit on second from PricewaterhouseCoopers in early 2006. Benedict has recently been at the forefront of adopting a risk based approach to oversight of the Global Fund programs where PwC provides Local Fund Agent services in 70 countries/regional grants. He leads the team that services Anglophone Africa for the Global Fund.

#### EVENING DISCUSSION: AGENDA SETTING

**Johannes Bohnen**, *Founding Partner, Bohnen Kallmorgen & Partner*

Johannes Bohnen previously held various posts with the German Bundestag, CSIS in Washington, the WEU Institute in Paris and the Bertelsmann Foundation. Johannes was also a speech-writer for the Federal Minister of Education Science and Technology and spokesperson for the Christian Democrats in Brandenburg. He then headed the government & institutions division at PLATO Kommunikation and from 2002 to 2005 and served as managing director for Scholz & Friends, a communications and public affairs firm in Berlin. He founded the Atlantische Initiative e.V., which operates the first online think tank on foreign policy ([www.atlantic-community.org](http://www.atlantic-community.org)).

#### Wednesday, 24 August 2011

#### MORNING SESSION: STRATEGY DEVELOPMENT

**Cory Reinbold**, *Senior Principal, Boston Consulting Group*

Cory is a core member of BCG's global Strategy Practice, based in BCG'S Munich office. He has worked extensively with organisations worldwide on both strategy design and implementation, in both the corporate and civil society sectors. Cory is a topic expert in business strategy development, and has written BCG's own framework for strategy design. In addition to his strategy work, Cory is also a core member of BCG's global Social Impact team, advising NGOs and international organisations in Europe and Africa. Cory studied International Relations and Economics at the School of Advanced International Studies of The Johns Hopkins University, and has worked in both the public and private sectors prior to joining BCG.

#### Thursday, 25 August 2011

#### MORNING SESSION: DECISION EFFECTIVENESS

**Jenny Davis-Peccoud**, *Senior Director, Bain*

Jenny splits her time between two roles – Head of Bain's Global Social Impact Practice and Senior Director of Bain's Global Organization Practice. Jenny has played an active role in social impact work since joining the firm. She advises a range of charities on their

own strategies and business plans. She has deep experience with disenfranchised groups, such as the homeless, and has worked to build partnerships between business, government and the voluntary sector to tackle tough social issues. Recently, Jenny has taken on leadership of Bain's newly launched Global Social Impact Practice, which seeks to extend Bain's social impact work to for-profit companies looking to live up to their social responsibilities. In her Organization Practice role, Jenny focuses her time on developing and commercializing Bain's organizational capabilities, and serving clients with organizational issues. She has helped companies in multiple sectors with organization design, culture transformation, decision effectiveness and change planning.

#### EVENING DISCUSSION: THE FUTURE OF ICSOS

**Dr. Burkhard Gnärig**, *Executive Director, Berlin Civil Society Center*

Dr. Burkhard Gnärig has been Executive Director of the Berlin Civil Society Center since April 2007. Burkhard has over 20 years' experience of international cooperation and management of civil society organisations. From 1998 to 2007 he was CEO of International Save the Children Alliance located in London. Before joining Save the Children, Burkhard has been CEO of Greenpeace Germany and terre des homes Germany. Furthermore, Burkhard has worked for the German Development Service (DED) as a field director in Papua New Guinea.

#### Friday, 26 August 2011

#### MORNING SESSION: EFFECTIVENESS IN HIRING & RETENTION

**Dr. Erik A. Slingerland**, *Partner, Egon Zehnder International (Geneva)*

Erik has more than 20 years of experience with Egon Zehnder International. During that period he has worked in the firm's Zurich and Geneva offices and established the Egon Zehnder offices in Budapest, Prague and Bratislava. He has vast consulting experience in the industry, financial & professional services and consumer goods sectors. Specific to this assignment, Erik brings extensive experience in senior executive search and management appraisal projects for leading international organisations. Erik is the global coordinating partner of the NGOs, Charities & Foundations Segment within the Government & Nonprofit Practice. His recent clients have included The GAVI Alliance, GAIN, The Global Fund, International Baccalaureate Organisation, the International Federation of Red Cross and Red Crescent Societies, the World Economic Forum, and the World Organization for the Scout Movement.

**Dr. Stephen P. Kelner, Jr.**, *Partner, Egon Zehnder International (Boston)*

Steve Kelner has more than ten years of experience at Egon Zehnder International. He is a global leader of the Leadership Strategy Services practice, working with colleagues and clients worldwide to support, enhance, and develop executive appraisal and development ability, across a range of industries and nonprofit sectors, working out of the Boston office. He brings experience both as an executive in a nonprofit consortium and in consulting to organizations such as various US state Departments of Revenue, the International Federation of Red Cross and Red Crescent Societies, and Stanford University's School of Business. He is considered an authority in the area of competency-based leadership assessment. He has worked in the field of competency-based management appraisal

and leadership development in Fortune 50 and nonprofit organizations for over twenty years.

## QUALITY LEADERSHIP

**Reavis Hiltz-Ward**, *President, Interprojects*

Managing Director (since 2002 Owner/President), INTERPROJECTS GmbH International Consulting in Frankfurt, Germany, a management consulting company with particular regional focus on Central and Eastern Europe and Asia

- 25 years of international management and leadership experience
- change management, coaching and training for public and private sector clients
- specialization in organisational development
- vast knowledge and experience in international development cooperation (from donor and consultant perspectives)