

## Philip A. Thomas – Senior Peacebuilding Advisor

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### COMPETENCIES/THEMATIC EXPERTISE

**General:** Design and facilitation of democratic dialogue and multi-stakeholder engagement processes in the fields of conflict prevention, transformation, and peacebuilding; Program design, monitoring and evaluation (DME)

**Capacity-strengthening, leadership development, and coaching:** Design and facilitation of tailored trainings for institutional and human capacity-building in the field of peacebuilding and conflict transformation; leadership development and coaching of heads of state, staff of international organizations, corporate executive as well as leaders of communities and indigenous groups, and a variety of civil-society and governmental organizations, from local to international; creation of face-to-face or online communities of practice.

**Programme Design, Monitoring and Evaluation:** Design and conduct of program evaluation, external review processes, and impact evaluation as well as assessment of institutional DPME capacity

**Management and strategy:** Facilitation of processes of strategic planning, organizational restructuring and change, and institutional capacity-building

**Policy and research:** Policy-oriented research and integration of conceptual frameworks into programmatic action

**Collaborations and partnerships:** Understanding and collaboration with intergovernmental organizations, governments, non-governmental organizations, businesses and communities

**Intercultural competency:** Professional experience across five continents and high intercultural competency

**Thematic expertise:** Multi-stakeholder dialogue processes for peacebuilding and conflict transformation including negotiations, mediation, third party intervention, and political dialogue; Program design, monitoring and evaluation

**Languages:** English & Spanish, basic Portuguese

### PROFESSIONAL EXPERIENCE

**Former consultancy clients:** (Inter-)governmental Organizations: United Nations Mediation Support Unit, United Nations Assistance Mission to Afghanistan, Organization of American States, United Nations Development Program (BCPR, RBLAC, and COs: Argentina, Bolivia, Colombia, Guatemala, El Salvador, Mexico, Honduras, Panama, Philippines, Peru, Barbados, St Kitts & Nevis, Trinidad & Tobago), Governments of Somalia, Guatemala, El Salvador, Colombia, Ecuador, Honduras Non-governmental Organizations: CARE International, CIRMA (Mesoamerican Center for Regional Research), East West Institute, EcoAgriculture Partners, Fundación PROPAZ, Guatemala, International Development Research Centre, Canada, International Institute for Sustained Dialogue, Open Society Foundations (SOROS), PeaceNexus/UN PBF, Revenue Watch Institute, University of the Andes in Colombia, University of Valparaiso in Chile, Jesuit University UCA in El Salvador, Asia Institute of Management in Manila, Philippines, Grassroots organizations and local NGOs in Central and South America

#### Sample of Consultancies:

- Since 2004: Founder and Principal of *D3-Associates*, a consultancy for helping organizations, teams and communities achieve sustainable change through effective collaborative action
- 2013: *Government of Somalia:* Leadership development and coaching on Democratic Dialogue; *United Nations Assistance Mission to Afghanistan (UNAMA):* Facilitation of process for strategic capacities around conflict and peacebuilding; *UNDP Mexico:* Advice on design of a conflict management system for dealing with electoral conflict and violence; *UNDP Peru:* Training in mediation and third party intervention
- 2011: *UNDP Caribbean:* Design and implementation of Democratic Dialogue process with Youth; *American Friends Service Committee:* Design and conduct program evaluation of Dialogue and Exchange Programme; *Revenue Watch Institute:* Assessment of institutional capacity in PDME

Training in Human and Organizational Systems and Development, Administration, theology and peace studies, Philosophy, facilitation, evaluation. Co-author of [Democratic Dialogue: Handbook for Practitioners](#) (2007).

**Online Profile:** [Linkedin.com/in/felipethomas](http://Linkedin.com/in/felipethomas)