

Profile

Stephen Blakemore is an independent consultant and trainer working with non-profit organisations in the UK and around the world. He has over twenty-five 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, Oxfam GB, People in Aid, RedR UK, IFRC, UNFPA, World Vision International and WWF UK.

Recent projects and assignments

Design and facilitation of *Basic Emergency Preparedness and Response* training for ActionAid International. Assisted in developing session plans and course materials and facilitated training workshops in South Africa and Thailand (May, June and December 2011).

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). Is currently convening the 2013 conference.

As an Associate Trainer, works with RedR UK and RedR India on various open and bespoke training courses, including *Training of Trainers for the Humanitarian Sector* in India, Nepal, Pakistan, Sudan, Kenya and South Sudan. Assisted with the design of RedR's *Humanitarian Principles and Practice* course, and facilitated the training in Khartoum and Darfur (July 2012).

Led the facilitation team for ECB's ENHance programme in Horn and Africa and Indonesia. Facilitated workshops on Core Humanitarian Skills and Management and Leadership (2012).

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. Uses graphic design skills to create innovative training materials and resources. Has developed leadership competencies, and designed leadership and management development programmes. Designed and facilitated training for volunteers.

Areas of expertise

Developing individuals

- Designing and delivering training in many areas including:
 - Management and leadership
 - Influencing and negotiation
 - Public speaking and group facilitation
- Coaching and mentoring individuals
- Providing tailor-made training for trainers

Developing teams

- Designing and facilitating teambuilding programmes
- Facilitating meetings and group work
- Reviewing team performance, projects and events
- Facilitating team away days
- 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 courses in more than 30 countries including:

China, Egypt, Ghana, Guyana, India, Indonesia, Jordan, Kenya, Laos, Mozambique, Nepal, Nigeria, Papua New Guinea, Philippines, South Africa, Sri Lanka, Sudan, South Sudan, Thailand, USA, Vietnam, Zambia and Zimbabwe.

Clients

Carried out work for many UK and international organisations, including:

ActionAid, Advantage Africa, Age Concern England, BOND, CAFOD, CaLP, Children in Crisis, Christian Aid, ECB, The UK Foreign and Commonwealth Office, International Federation of Red Cross and Red Crescent Societies, International Institute for Environment and Development, Moving the World, National Trust, Oxfam GB, People in Aid, RedR, TATE, Unicef, VSO, Welthungerhilfe, World Vision International.

Employment history

Joined the UK Civil Service and, from 1986 to 1989, worked as Regional Staff Training Officer in the (then) Department of Employment. At the same time, worked voluntarily as a youth worker and established a 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, combining a part-time position as Senior Training Adviser with freelance training and consultancy work.

At RedR UK, was responsible for advising on training and learning approaches, developing training materials, and overseeing the evaluation of RedR's training programmes. Convened and led on a number of courses including Essentials of Humanitarian Practice (EHP), Managing People and Projects, and Training and Trainers.

Left the RedR UK staff team in December 2005 and now regularly contributes to its work as an Associate Trainer. Makes regular trips to India and Nepal to assist with RedR India's training programme.

References

Details of referees can be provided on request.

Contact

Please email stephen@stephenblakemore.com or call +44 (0)7740 373690