

# Stephen Busby: Learning Development in International Environments

## CONSULTANCY, LEARNING DESIGN, FACILITATION, COACHING, MEDIATION

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*My work explores:*

- ≈ *Transformation and how this may be embodied through our lives, our leadership, and our work;*
- ≈ *Relationship to otherness, difference and uncertainty, and why relational intelligence matters;*
- ≈ *Hidden symmetries in relational and business systems, and how these impact upon us in systemic terms.*

- 1990 to present day: **Consultancy assignments (see below)** in France, Belgium, Ireland, Germany, Spain, Holland, Hungary, Denmark, Luxembourg, Italy, Norway, Sweden, Morocco, Cameroon, Ivory Coast, Senegal, Canada, Switzerland
- 1995-1997: **Senior Consultant, Leonardo da Vinci EU programme for innovation in vocational training (Brussels):**
- ≈ *Promoting transnational cooperation in research and development for new European skills & mobility programmes;*
  - ≈ *Project proposal monitoring and evaluation on behalf of European Commission DG Education & Culture*
- 1998-2001: **Director of Studies, Findhorn Foundation (Scotland):** international centre for holistic education focussed on personal & community development, organisational change and environmentally sustainable models of development:
- ≈ *Managing educational programmes (conferences, training courses, workshops and events);*
  - ≈ *Developing new programmes (design, facilitation, in-house trainer-training); editing publications and website.*
- 2001-2007: **Co-Director of AIM Associates (Brussels):** major contract with the EU institutions for skills development in the European Commission & Agencies, European Council, European Parliament, European Administrative School:
- ≈ *Design and delivery of new programmes (over 1500 days of training to more than 12000 civil servants);*
  - ≈ *Recruiting, developing and managing an international network of training providers (15 consultants in 9 countries).*

- ≈ ***Organisational and Leadership Development:*** innovation in leadership and team development, systemic constellation work & coaching, participatory knowing-skills (World Bank, European Commission; Wakan/Spirit in Business; Academy of Inner Science; Innovation Leadership Switzerland; Findhorn Foundation)
- ≈ ***New Employee Integration and Staff Retention:*** cultivating belonging and commitment through orientation programme design and delivery (European Commission: DG Personnel & Admin/Career Development; European Administrative School; European Parliament & Council; European Centre for Disease Prevention and Control)
- ≈ ***Diversity and Integration of Difference in Multi-National Environments, including Gender Awareness programmes:*** coaching, leadership & team development (Shell Global Solutions and North & West Africa; Eurotunnel; European Environment Agency, European Commission's Joint Research Centre)
- ≈ ***Intercultural Know-How*** (European Economic & Social Committee; CESI Executive Programme; ESIEE Engineering; Euro-Qualification in European Commission DG Employment & Social Affairs, DG Enlargement; SEITA; Centre for Expertise in European Regions/FOREM Belgium Ministry for Employment)
- ≈ ***Management of International Assignments and Teams:*** preparing for expatriation, developing projects through transnational partnership (Electricité de France; Centre for Cultural Development/CESEP; InterCultural Management Associates; CESI International Project Management Diploma; Leo Lagrange Europe)
- ≈ ***Prevention of Mobbing at work (bullying, psychological/moral harassment)*** (European Commission DG Personnel & Administration/Social Welfare, Policy & Actions; Renouveau & Démocratie-Trade Union)
- ≈ ***Development of European Partnerships:*** mediation, conflict transformation, coaching and methodological support (YMCA-CJD Germany; EGLEI: European Group for Local Employment Initiatives; Lire & Écrire; ATRIUM)
- ≈ ***Preparation of Consultants and Managers for international environments*** (Paris Chamber of Commerce/IFACE; AFPA/French National Association for Vocational Training; WEA/Workers' Educational Association)
- ≈ ***Optimisation of Learning Skills in the Workplace*** (World Bank; European Centre for Work & Society; Ministry of the Flemish Community; International Training Services; National Council for Vocational Qualifications/UK)
- ≈ ***Knowledge and Technology Transfer:*** design & evaluation of learning tools and methodologies (TOTAL Group; Cofiroute; Milo Human Resources; International Training Services; BIEF Training Systems)

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## AREAS OF INTEREST & QUALIFICATIONS

- ≈ *International Workshops on Systemic Resolutions* (Germany); *Community of Learning, Practice & Innovation in Systemic Constellations* (8 months, Nowhere Foundation/Moving Constellations, UK); programmes at *The Center for Experimental Culture Design* (ZEGG, Germany); trainings in: *Process-Oriented Psychology, Conflict Transformation, Non-Violent Communication, Shamanic Healing, Mythopoetic Men's Work*;
- ≈ Trainings in: *Timeless Wisdom* (3 years, Thomas Hübl/The Academy of Inner Science, Germany); *The Power of Awareness: Presence, Leadership & Spiritual Maturity* (3 years, Dr. Richard Moss, France/USA); *Co-dependency & The Inner Child* (2 years, Dr. Thomas & Gitte Trobe, Switzerland); SOS-Amitié (The Samaritans Helpline, Paris);
- ≈ Photography: [www.pbase.com/stephenbusby](http://www.pbase.com/stephenbusby) ; *Freefall - Writing From The Inside* (5 years, Barbara Turner-Vesselago);
- ≈ Member of the Findhorn Foundation's Editorial Board, Scotland.

## RESEARCH – ONGOING & COMPLETED REPORTS

- ≈ *Economy & Consciousness: New Dimensions in Consultancy, Coaching, Systemic Constellation Work and other Emergent Process* (discussion paper for *The Academy of Inner Science*, Germany, 2009);
- ≈ *How Much of a Crisis Do We Need?* (discussion paper for *Innovation Leadership*, 2009, in French);
- ≈ *Leading in Different Worlds* (discussion paper synthesising recent work in leadership development, 2008);
- ≈ *Supporting Learning in SME's* (Leonardo da Vinci programme, European Commission DG XXII, 1997);
- ≈ *Learning through European mobility* (Leonardo da Vinci, European Commission DG XXII, 1995);
- ≈ *Intercultural Dimensions in Learning Exchanges* (AFPA: French National Association for Vocational Training, 1994);
- ≈ *The Learning Company in France & Europe* (Consortium for Learning Organisations/IBM Education, 1993);
- ≈ *Developing Vocational Training in SME's* (RACINE Network, France, 1993);
- ≈ *Facilitating Change in Transnational Partnerships* (ATRIUM: Learning in a Changing Europe, 1993);
- ≈ *Intercultural Training & Development: a critical analysis* (Consortium for Development of Organisations in Europe/Paris 1992).

## PUBLICATIONS & CONFERENCES

- ≈ *Diversity & Enlargement: Business as Usual?* (EU Commission/Employment & Social Affairs, Brussels, June 2004);
- ≈ *Reframing the Challenge of Intercultural Communication: Growing through Personal & Professional Self-Reflection* (master workshop, SIETAR/Society for Intercultural Education, Training & Research, Munich 1996, with Daniel Haeberlé);
- ≈ *Trainer Training: Towards Intercultural Competence* (conference, Euro. Commission/EuroQualification, Brussels 1995);
- ≈ *ATRIUM - Learning in a Changing Europe* (BIBB/Euroform : Experiences & Perspectives, 4 chapters, Berlin, 1994);
- ≈ *European Training & Development : Identifying Trainers & Intercultural Competence* (European Federation for Management Development, FORUM N°93/2, Brussels, 1993);
- ≈ *Transnational Education & Training : Myths, Mobility & Intercultural Competence* (European Business Review 2/93);
- ≈ *Educators Facing Change : A European Dimension for the Learning Professions* (conference, Association of Trainers in Communication, Vannes/France, September 1993);
- ≈ *Which European Dimension in Vocational Training? An Account of a European Trip* (Actualité de la Formation Permanente, N°122, Paris, January-February 1993).

### 1990-92: Pan-European EU-sponsored 'Programme for Trainers & Training Consultants'

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Various assignments for *The Consortium for the Development of Organisations in Europe* (CODE):

- ≈ IFACE-Paris Chamber of Commerce and Industry (France), International Training Services (GB), FOREM-Pedagogy, Research and Development (Belgium), Fundacio-EMI (Spain), Weiterbildungsberatung (Germany).

### 1983-90: Consultant in Communication & Language Training

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Company audits, training plans, management/development of trainers, design/publication of multi-media learning tools (videodisk: *You're in Business*), management of self-access learning centres, 'Learning to Learn' workshops:

- ≈ France (Paris): Transfert Training, Impact, Interaxis; The Chamber of Commerce & Industry of the Essonne;
- ≈ Britain: Foreign Language Services; and various London-based training organisations.

### 1982-83: Assistant, Human Resources, BBC Network Radio, London

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## EDUCATION & TRAINING

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1977-81: **BA Honours, Business Studies:** Thames Valley University (West London), 4 years:

Alternating six-monthly periods of in-company training and academic study in: economics, sociology, occupational psychology, law, human resource management, finance, marketing, information technology, business analysis;

1972-77: **3 A-Levels; 7 O-Levels:** Bloxham Public School, Oxfordshire; North Oxfordshire College & School of Art.