

CR Advisors: Statements of Qualifications

The CR Advisors team has extensive experience in stakeholder and community engagement, impact assessments, project management, monitoring and evaluation, and capacity building. Our associates have been responsible for mobilizing stakeholders, identifying potential pitfalls in UN funded programs, conducting assessment of conflict with local communities and developed conflict resolution plans. We bring in-depth knowledge in evaluation, reporting, negotiations the environment and risk management. From a geographical perspective we run projects in Africa, Asia, Latin America and Southeast Asia.

Stakeholder & Community Engagement

- Developed community engagement program for safe birth delivery in East Africa with Clinton Foundation
- Conducted assessment of conflict with local communities over access to gold deposits which were part of both the community and of a mining company's concession.
- Developed 15-step conflict resolution plan for stakeholder engagement
- Advocated on behalf of organizations, including the United Nations, working on international environmental policy for mercury pollution
- Mobilized stakeholders and communities to identify potential pitfalls and gaps in specific UN funded programs
- Developed community engagement program for HIV-AIDS in Rwanda for European foundation
- Managed communications and strategic planning for global effort to reduce mercury pollution from Artisanal & Small-Scale Mining for projects in Brazil, Indonesia, Laos, Sudan, Tanzania and Zimbabwe
- Engaged with stakeholders and developed sustainability strategies for redistributing land and mineral rights to accommodate overlapping resource claims of company and local miners in Antioquia, Colombia
- Initiated and led the “Design for Acceptance” process for identifying uranium tailings disposal sites in Labrador on behalf of local communities.
- Developed Prevention of Mother to Child Transmission (PMTCT) of HIV-AIDS community mobilization program for rural mothers in Uganda
- Developed a three-year community outreach program for a proposed uranium mine in Labrador, including environmental and radiation protection.

Impact & Needs Assessments

- Conducted needs assessment/baseline surveys of communities affected by conflict and natural disaster in the Caucasus Region and in Africa on behalf of United Nations.
- Conducted conflict analysis for resource conflict at gold mine in Papua New-Guinea, including baseline social study, conflict analysis, engagement strategies and biogeochemical studies
- Completed an employee survey project for a European NGO, including designing and conducting the survey, analyzing the results and making recommendations.
- Led the environmental baseline and impact assessment for several major mining projects
- Led the research and conducted the preparation of major policy research papers on, energy, water and a Canadian natural resources strategy for a leading not-for-profit policy think tank.
- Designed impact assessments for long-term sustainability projects for communities in the Caucasus Region and Africa.
- Designed household surveys, compiled & analyzed data from 10,000 households in rural South Africa

Project & Program Management

Our experience in managing the multi-dimensional projects related to economic empowerment, health services, and community-based social support services, include the following:

- Managed a customer experience design project for a nation-wide US bank that resulted in redesigning banking services to meet/exceed customer needs.
- Developed water purification program with US based NGO focused on rural Kenya
- Provided overall guidance on study on the role of economic empowerment in reducing vulnerability to HIV infection in Asia, Africa and Latin America.
- Managed a combined project of health services, community-based social support services and the security/judicial system at a large district hospital in rural South Africa
- Successfully lead over 30 process reengineering projects relating to multiple product/service initiatives.
- Provided multi project management and oversight for United Nations (UN) program with \$12m annual budget.
- Developed a process reengineering/systems thinking program and facilitated over 60 training workshops for a large international corporation.
- Patented a 'value delivery system' process to align value chain partners around a common set of goals, customer and partner needs. Utilized this process to streamline supply chains.
- Provided financial and operational guidance to the UN funded projects carried out by implementing partners (Africa, Caucasus Region), mainly NGOs
- Certified as an Application Professional for Mental Models Technology™ strategic communications method.
- Developed a systems approach to managing change on complex horizontal projects involving multiple partners and strategic alliances.
- Conducted an internal assessment and developed recommendations for a new organization design for a large US non-profit

Strategy Development

Our experience in developing and delivering strategy includes work with major foundations, multilateral organizations and non-profit organizations.

- Developed and led a strategic planning workshop, resulting in a 3-year strategic plan, an execution process, and management review process for a large US based non-profit organization.
- Strategic planning, design and technical assistance to a small-scale gold miners in Peru
- Created and delivered strategy workshop for major European foundation
- Developed and evaluated model approaches of delivering HIV/AIDS wellness care in South Africa
- Provided technical assistance and strategic planning to a small-scale gold miners project in Peru
- Developed strategic and operational plans for a Kenyan micro-credit organization

Monitoring, Evaluation and Reporting

Our associates in partnership with academia were responsible for building monitoring and evaluation systems and capacity for projects such as the Millennium Villages Project, NGOs and Africa based programs in health, education and income generation.

- Built monitoring & evaluation capacity for Africa based programs in health, education and income generation with the Harvard School of Public Health
- Created monitoring and evaluation framework for the Millennium Villages Project across 10 African countries for projects addressing the social determinants of health and other Millennium Development Goals
- Coordinated the evaluation of a 10-year longitudinal study in 9 sub-Saharan African countries examining the impact of an integrated multi-sector rural development program on progress towards the MDG targets.
- Developed new performance monitoring and reporting framework for European foundation with \$50m in annual programs
- Prepared numerous corporate environmental and sustainability reports for natural resources companies.
- Designed quarterly/annual reporting mechanisms to update stakeholders, donors, and headquarters on the status of key United Nations projects
- Rebuild financial and operational reporting for US based non-profit organization
- Advised on compliance with IFC Performance Standards for resettlement at gold mine in Burkina Faso
- Taught university level course on corporate sustainable development reporting

Capacity Building

Our associates have a proven record in designing, conducting and facilitating a number of capacity building workshops in former Soviet Union, Southern Africa, Latin America and SEA countries. We can highlight a number of events where our associates played a critical role:

- Health systems strengthening training for over 400 district managers, health workers and community volunteers in Southern Africa
- Capacity-building programs in implementation/operations research in Southeast Asia and Africa
- Management capacity building of African regional centers for major international program in sustainable development
- Capacity building program for national health ministers with Harvard University development
- Facilitated workshops with multilateral partners and developed implementation/operations research framework used by countries in developing proposals for Global Fund round funding
- Built Implementation/Operations Research capacity building curricula and introduced capacity-building programs in former Soviet Union, Africa, Latin America and SEA countries for national health program staff
- Introduced and developed health systems strengthening training for over 400 district managers, health workers and community volunteers in Southern Africa
- Rebuilt & trained staff on financial and operational reporting for US based non-profit organization
- Developed and delivered community engagement training program for European foundation
- Analyzed and developed management capacity of African regional centers for major international program in sustainable development
- Oversaw delivery of education & health program in Kumasi, Kenya with Washington based non-profit

The Environment

Our collective experience includes environmental work such as developing national level environmental policy, managing environmental, health and safety auditing programs, managing contaminated site evaluations, maintenance and clean-up, addressing industrial wastewater management, and providing leadership in corporate sustainable development improvements. Specific roles are as follows:

- Developed environmental policy for the Guyana Environmental Capacity Project, focused on preparedness of mining sector for modernization and introduction of new chemical processes
- Developed and oversaw environmental, health and safety auditing program for a major forest products company.
- Developed and implemented new environmental policy and strategy for Board of Directors of a major commodities company.
- Management and executive responsibilities for contaminated sites evaluations, maintenance and clean-ups.
- Led industry level committees addressing industrial wastewater management, industrial and corporate sustainable development improvements and forest management
- Evaluated, supported and reported on negotiations with respect to environmental risks and liabilities during the sale and purchase of mining companies.

CR Advisor Associates

- **Peter Neidecker**
- **Ivane Boshorishvili**
- **Dr. Paul Pronyk**
- **Dr. Shefa Siegel**
- **John Roberts**
- **Sylvia Zeder-Nagy**
- **Dr. Kenneth Raphael**
- **Lynda Davis**
- **Guram Tsanava**
- **Thomas Kadala**

Note: Africa-based associates not presently included