

Dušan Ondrušek

Executive Director, PDCS, o.z., Partners for Democratic Change Slovakia

Summary

Since 1994, Dusan Ondrušek, PhD. has been the Executive Director of PDCS, o.z., Partners for Democratic Change Slovakia. His primary responsibilities include managing a 13-member staff and coordinating trainings for government and civil society groups. He has worked as a training consultant for organizations around the globe such as the World Bank, and IREX, organizing seminars on public participation, organizational development, conflict management, and alternative dispute resolution, among others. He was also facilitating long term organization change processes for numerous nonprofit and public institutions like UNDP and WWF and he also consulted the strategies for consumer's engagement for corporations like T-mobile, Unilever and Volkswagen. Dr. Ondrušek also lectures at Comenius University in Bratislava, Slovakia on negotiation and conflict resolution and cross-cultural communication, and is a widely published author. Previously he worked as a lecturer and counselor for the Comenius University Counseling Center and also as an external consultant for the Slovak Ministry of Labor, Social Affairs, and Family.

Professional Experience

PDCS, Partners for Democratic Change Slovakia, Bratislava, Slovakia

Executive Director, 1994 – Present

- Manages 13 full-time employees and a \$900,000 yearly budget.
- Coordinates and leads training and consultancy services introducing alternative approaches to and mechanisms of conflict prevention and transformation. In this program area, PDCS provides training courses, provides facilitation in planning processes like future search, participatory needs assessment of the educational needs and public deliberation methodology for motivating the citizen groups, tests alternative approaches and presents to the public alternative ways of conflict resolution. Regular clients include Slovak government and non-governmental organizations, regional authorities, social workers, police and judges.
- Worked as a trainer, facilitator, and consultant in over 40 countries outside of Slovakia for clients such as the World Bank, East-West Management Institute, and World Learning. Averages about 50 trainings per year in Organizational Development, Alternative Dispute Resolution, Peace building, Social Development, Strategic Planning, Community Development, and other topics.
- Leads the PDCS staff which has successfully completed programs in diverse areas, including:
 - Training of mediators and arbitrators for collective bargaining for Slovak Ministry of Labor and Social Affairs
 - Series of long-term trainings and consultation to nonprofit organizations on organizational development issues (1996-2004)

- Education of citizens and local governments on engaging the public in public affairs, including long-term programs to create and develop Citizen Conciliation Commissions in 4 districts of Slovakia (1995-2006)
- Educating the public and expert groups and organizing and leading special conferences to promote and increase public awareness in Environmental Impact Assessment (EIA) dialogues in preparing the special legislation - in 1993-1994, PDCS was among the first to train local governments, nonprofit organizations and state administration in practical approaches to cross-sector dialogue related to implementing the EIA legislation
- Education of the judges, lawyers, and other stakeholders from the judicial environment. Adopting the legislation and regulations to implement mediation laws and probation service in Slovakia. Consulting work for Ministry of justice in Slovakia in 1994-7 and creating the first Mediators Association in Slovakia. PDCS was the first to train specialists in mediation and alternative conflict resolution practitioners in Slovakia and the first one in country that prepared the media campaign (educational video films, conferences, journal articles) to increase awareness about the mediation services.
- Education programs to improve majority-minority relations, including 200 trainings for more than 6000 participants in field work of the minority social workers, development strategies in regional development and cross-sector partnership approaches to work in multicultural environment; implementation of the USAID-funded Roma Integration Program in Slovakia; implementation of Roma support programs funded by the Open Society Foundation and the Civic initiatives Support Foundation

Slovak Ministry of Labor, Social Affairs, and Family, Bratislava, Slovakia

Consultant on issues of institutionalized social services decentralization, 1998-9 (part-time

Consultancy included the following activities:

- Identified the stakeholders of the long-term policy change and analyzed stakeholder positions and interests
- Prepared a plan to engage the public in active participation to understand and influence the decentralization policy change
- Managed the 9 pilot projects in decentralization of the social care institutions

Comenius University, Bratislava, Slovakia

Counselor and Psychotherapist for the University Counseling Center and Lecturer and Researcher at the Institute of Biodromal Psychology, 1984-1994

Education

Institute of Policy Studies, Johns Hopkins University, Baltimore, MD, USA

Postdoctoral Fellowship in Non-profit Management

Department of Psychology, Comenius University, Bratislava, Slovakia

Ph.D. in Social Psychology, 1989

Department of Psychology, Comenius University, Bratislava, Slovakia

M.A. in Clinical Psychology, 1980

Relevant Training

- Deliberative Democratic Approach training, Kettering Foundation, USA, July 2000 (120 hrs)
- Person Centered Approach training, The Person Centered Approach Institute International, Slovakia, November 1998 (30 hrs.)
- Facilitation Skills and Facilitative Leadership, Interaction Associates, USA/Austria, 1992-1995 (120 hrs.)
- Social Work Education Systems training, Hogeschool De Horst Driebergen, Netherlands, 1992-1994 (200 hrs.)
- Negotiation and Conflict Management training, NICPAN USA, April 1991 (50 hrs.)
- Debating Techniques training, The Bronx Debate Association, Slovakia, August 1991 (120 hrs.)
- Group Therapy training, SUR System of Post-graduate Education, Czech republic, 1983-1986 (500 hrs.)

Past Consulting and Training Experience

Consulting & training experience in public relations and public participation issues (selected examples)

- Training in PR strategies for top representatives of Unilever company - regional branch for CEE Bratislava, 2004
- Training in PR strategies for top representatives of SPP (Slovak Gas Industries) Bratislava, 2004
- Co-facilitation in International Association for Public Participation Practitioners IAP 3 (the UN governmental conference on water and sanitation issues), Netherlands, 1994
- Facilitation of a cross-cultural dialogue among 8 country representatives of the Rockefeller Brothers Fund – (Thailand, 1994)
- Stress management for top representatives of the top representatives of the Czechoslovak Commercial Bank. Luhačovice 1995
- Training for German party leaders in community organizing for the Friedrich Naumann Stiftung (Germany 1999)
- Series of trainings for top and middle level managers of Volkswagen company in Bratislava in topics including: leadership strategies, effective communication, teambuilding, moderation, stress management, cross-cultural differences in management (1992-1995)
- Numerous short term trainings for very diverse middle level Slovak companies and financial institutions, including: ČSOB - Czechoslovak Trade Bank, Pohotovost' and Prvá stavebná sporiteľňa (financial institutions), Artforum (bookstore chain) , Baťa Junior Achievement and Integra (consulting companies), Jacobs Suchard Figaro (goods production), the private TV named "Maya" (media company) and Slovak public TV and public Radio.

Consulting & training experience in working with public, business and community representatives in the area of cross-sector institutional collaboration (selected examples)

- Trainings in Cooperative planning and Conflict management for local governments, sheiks, and NGOs for the MEDA project, Yemen, 2005

- Trainings in Advanced Project Management in the cross-sector collaboration for OSF Mongolia, 2004
- Trainings in leadership for Eurasian leaders in Turkey (Koc University) , CELA project (2003, 2004, 2006)
- Trainings in local government-community collaboration in the frame of women NGOs development as a part of the project for organization PIPA (People in Peril Association) funded by NED (2006)
- Trainings in Strategic planning and services development for the Civil Society Support Initiative project in Uzbekistan and Tajikistan (2004-2006), and the Citizen Participation Project in Moldova (2006)
- Consensus Building for government and non- government representatives organized by U.N. Secretary Office, Tajikistan and Kyrgyzstan, 2004-2005
- Self-financing strategies for Balkan NGOs and community leaders (World Learning organized trainings), 1999, 2003
- Training in Partnership development organized by UNDP, Kazakhstan , 2003
- Citizen Advocacy for the National Democratic Institute, Estonia, Latvia, and Lithuania, 1997
- Alternative Conflict Management Approaches in environmental issues, Austria, 1995-1997

Consulting & training experience in working in the area of *training needs assessment, training methodology, ToT and training organization* (selected examples)

- Trainings in Training evaluation for NGOs for AED, Kazakhstan (2004) and Croatia (2005)
- Trainings in Human rights teaching for teachers organized by Amnesty International, Poland (1997), Ukraine (1999), Russia (2000), and Abkhazia (2002)
- Organizational Development and Consultancy Skills for local NGOs, Bosnia and Herzegovina, 1998
- Trainings for Trainers for NGOs through Johns Hopkins University, U.S.A., Hungary (1996), Kazakhstan (1997), Poland (1998), USA (1997) and Russia (1996)
- Training needs assessment for new academic subjects at VSUP University Prague (2007)

Consulting & training experience in preparing, organizing and evaluating *educational campaigns* (selected examples)

- As part of the Europe-wide European Citizen Consultations (ECC), a large citizen deliberation project, organized and facilitated the discussions that took place in Slovakia. As a part of this project he developed and implemented public information and communications programs. Based on the public research about the citizen attitudes to EU, he co-created the educational DVD, which helps to increase the citizen awareness about these issues. He was facilitating the press conference and prepared the media strategy plan to share the result of the project with the public. The ECC was conducted in the 27 countries of the EU to provoke citizen discussion and deliberation about the future role of Europe in each country. More information is available at: <http://www.european-citizens-consultations.eu/> (Slovakia, 2007)
- Worked in the long term Campaign OK98, a large pre-election campaign to increase voter participation and monitor the elections to assure free and fair elections (Slovakia, 1998). In the frame of this campaign he conducted stakeholder analyses, facilitated the

multi-stakeholder dialogues, The publication, “NGO Campaign for free and fair elections OK ’98 (Lessons Learned)” (55pp.), written by PDCS staff to assess the results of this campaign, is available at:

http://www.pdcs.sk/en/mod.php?mod=userpage&menu=18&page_id=5

- Conducted trainings in Human rights educational campaigns organized by Amnesty International, Poland (1997), Ukraine (1999), Russia (2000), and Abkhazia (2002)
- Led the trainings and helped to plan the media strategy for the group of Slovak NGOs (Via Iuris, Citizen and Democracy, CEPA) that were executing an anti-corruption campaign “Korupcia nam pije krv” (2005)
- He was advising the Slovak NGO “Aliancia Fair Play” how to prepare their campaign advocating for media transparency (2004). As a part of this project he trained this organization members how to provide the stakeholder analysis and audience segmentation, how to identify the diverse media players, how to address and how to adopt the specific messages for specific target groups and how to create and lead the web discussion forum to involve the public into wished discourse. He also wrote few articles for this web page specifically created for this project - to stimulate the web forum discussion.
- He helped to prepare the educational web page (base for distant learning courses) for regional Central European (Slovak, Czech, Hungarian and Polish) NGOs in the area of advocacy and public participation. He wrote also few educational chapters/articles fore this portal.

University Teaching Experience

- Cross-cultural Communication and Conflict Resolution for the Department of Social Work, Comenius University
- Negotiation and Conflict Resolution for the Department of Social and Economic Studies, Comenius University
- Alternative Dispute Resolution for the European Peace University, Austria, 1993-1995

Published Work (books and chapters in publications)

- “Training? Training” –(Training methodology and learning by doing) , 220pp , PDCS Bratislava , 2007 (together with Vladimir Labath)
- “Conflict, Reconciliation, Conciliation Committees.” PDCS. Bratislava, 2005.
- *Reader for Non-profit Organizations*. Editor. PDCS. Bratislava, 2004.
- “Non-profit Enterprise: Social Entrepreneurship or a Survival Game?” *International Perspectives on Social Ventures/Enterprises*. Alcoa Foundation’s International Social Venture Initiative. Wisconsin, 2003.
- “Conflict Management Exercises.” *United Nations Center for Human Settlements (UN Habitat)*. Romania, 2001.
- “Citizens and Democracy.” Contributing Writer. OaD. Bratislava, 2000.
- “Democracy and Alternative Approaches to Conflict Resolution.” *Democracy and Constitutionalism*. Charles University, Czech Republic. 2000.
- “Conflicts in Transforming Society and the Non-governmental Sector.” *The Annals of the American Academy of Political and Social Science*. July 1997.

- “The Mediator’s Role in National Conflicts in Post-Communist Central Europe.” *Mediation Quarterly*. Spring 1993.
- “Trends in Training of Consultants in the Czech and Slovak Republics.” *Proceedings from Conference*. Brno, Czech Republic, 2001.

Professional Memberships

- Citizen and Democracy Foundation Board Member
- Slovak Psychological Association
- President of TaK, an association of the trainers and consultants for the non-profit sector in Slovakia

Languages

Slovak (native); English (fluent); Russian (fluent); Polish (operational);