

Zora Pauliniová

CURRICULUM VITAE

1. **Family name:** Pauliniová
2. **First name:** Zora
4. **Nationality:** Slovak
5. **Education:** Graduate, postgraduate

Institution	NORTHERN LONDON UNIVERSITY
Date: From September 2001 -	Postgraduate studies - Social Development Practice
Degree (s) or Diploma (s) obtained:	<ul style="list-style-type: none">• Postgraduate Diploma - Not finished yet!

Institution	THAMES VALLEY UNIVERSITY
Date: May 1998 / March 1999	Studies in Training, Learning and Development - postgraduate studies
Degree (s) or Diploma (s) obtained:	<ul style="list-style-type: none">• International Certificate in Training, Learning and Development• International Certificate of Assessor and Advisor in Training, Learning and Dev.

Institution	CITY UNIVERSITY BRATISLAVA
Date: September 1996 / March 1997	Environmental Politics in an International Context, postgraduate studies
Degree (s) or Diploma (s) obtained:	Certificate – Open University, UK

Institution	ACADEMIA ISTROPOLITANA
Date: September 1993 / June 1994	Environmental Management and Planning, postgraduate studies
Degree (s) or Diploma (s) obtained:	Certificate

Institution	SLOVAK TECHNICAL UNIVERSITY
Date: September 1979 / June 1984	Architecture and Spatial planning studies
Degree (s) or Diploma (s) obtained:	Diploma

Another important trainings and education programs:
Training of Trainers (advanced); Partners for Democratic Change Slovakia, 2001, 2002
Training of Mobile Mediation Teams; Sándor Márai Foundation, 1999
Training of the Trainers in Public Participation; LSGAC – USAID, 1999
Training of the Consultants; Partners for Democratic Change Slovakia, 1999
Development Planning in Market Economy; LSGAC – USAID, 1999
Mediation and Conflict Resolution; Mediation Center, San Diego, USA, Slovakia 1998
Consultation Skills; Foundation for Local Government Education, 1998
Training of Management Trainers; British Know How Fund, 1994 – 1997
Cross-sectoral Partnership Building; Prince of Wales Business Leaders Forum, UK, 1996
Training of Tutors; Open University; Milton Keynes UK, 1997
Training of Trainers; Partners for Democratic Change Slovakia, 1995
Communication & Public relations; Carr Communication, Irish Republic, 1995
Training of Trainers; ETP, Minnesota University USA, 1994
Empowerment of Women in Public Positions; British Council, 1994

6. **Language skills:** (Mark 1 to 5 for competence)

Language	Reading	Speaking	Writing
Slovak	Mother tongue		
Czech	5	5	4
English	5	4	4
German	4	3	3
Russian	4	3	3

7. Membership of professional bodies:

- Association for Training and Management Development
- Club of Trainers and Consultants of Nonprofit sector

8. Key qualifications:

Trainer, consultant and facilitator in personal and organizational development with focus on following areas:

EDUCATION AND DEVELOPMENT

- Training of Trainers – Training cycle (Contact with client, Identification and analysis of training needs, Training design, Training delivery, Training evaluation)
- Consultancy skill, Coaching and Counseling
- Human Resource Management
- Personal and Professional Development Planning

MANAGERIAL SKILLS AND COMPETENCIES

- Communication, presentation, Media Relations, Public Relations
- Facilitation of Meetings and Teams,
- Team Cooperation, Leadership, Delegation, Motivation

CONFLICT RESOLUTION AND CULTURAL DIFFERENCES

- Mediation and Negotiation, Consensus Building
- Cross culture differences and dealing with them

ORGANISATIONAL DEVELOPMENT

- Strategic Planning, Action Planning, Organizational Development
- Project Preparation and Management
- Change Management, Crisis Management

COMMUNITY AND SOCIAL DEVELOPMENT

- Cross-sectoral Partnership Building, Cooperative Planning
- Public Participation in Decision Making
- Public participation in Spatial Planning

9. Professional skills and experience:

- Ability to design the education and development events (trainings, workshops, meetings and conferences) according to the clients / participants needs, realize & evaluate them
- Ability to work in the team of different trainers and facilitators, with different clients and participants, for various target groups
- Ability to prepare training materials (handouts, manuals, handbooks), reports or different written outcomes
- Ability to conduct trainings / other events in English.

10. Specific CEE / CIS Countries experience:

Country	Date: from (month/year) to (month / year)
Poland, Czech & Slovak rep.	“Babinec”, Training “How to do advocacy work” 2001

Kazakhstan	Center for LG Development, ToT, 2000
Hungary	Social Development Practice 2001 – 2002
Poland	Greenway – Environmental networks building, 1989
Hungary	Partnership Building, Prince of Wales Leaders Forum 1996

11. Professional Experience Record:

DATE: 1994 - 2001	
Location	Bratislava, Slovakia
Company	-
Position	Freelance Consultant, Trainer and Facilitator
Description	<p>I am the practitioner in the area of personal and professional development in all the forms of education events. e.g. trainings; consultations and facilitation within all three sectors. My most important clients and donors were (I didn't list business clients):</p> <ul style="list-style-type: none"> • Anton Tunega Foundation • Association for Culture and Arts • Association for Training and Management Development • British Council Slovakia • Civil Society Foundation • Environmental Training Project – ETP Slovakia • Foundation for Local Government Education • ICMA - international City Managers Association • Local Self Government Education Center • Ministry of Agriculture, Ministry of Economy, Ministry of Labor and Public Works, National Labor Bureau • Prince of Wales Business Leaders Forum • Peace Corps in Slovakia • Partners for Democratic Change – Center for conflict Prevention and Resolution • Society for Sustainable Living • USAID
DATE: 1991 - 1993	
Location	Bratislava, Slovakia
Company	-
Position	Freelance Trainer, Consultant and Journalist
Description	I worked in the area of education, project preparation and management, published in newspapers and magazines, wrote screenplays for STV.
DATE: 1990 - 1991	
Location	Bratislava, Slovakia
Company	MV SZOPK Bratislava
Position	Chief Editor of the magazine "The Environmentalist"
Description	I was responsible for the preparation of the magazine, its content and technical side, contact with the authors, fundraising and overall editing.
DATE: 1987 - 1989	
Location	Bratislava, Slovakia
Company	Slovak Union of Nature and Landscape Protectors
Position	Project Manager
Description	I was responsible for the preparation, resources and project management, reporting and contact with

	donors.
DATE: 1984 - 1987	
Location	Bratislava, Slovakia
Company	Project Institute of Culture
Position	Project Manager
Description	I was responsible for the preparation and realization of the historical monuments research and documentation.

12. Other achievements (membership in committees, publications etc):

1998 – 1999 LSGAC – member of the Advisory committee

1995 – 2001 Chairwoman of the Sasakawa Peace Foundation Environmental Award Committee

2001 – 2002 Member of Assessment Committees for the projects granted from European Union (2001 - Access Projects, 2002 – Small Communication projects, 2002 – Access Projects)

Books and publications:

- Public Participation – interactive CD for public sectors and NGOs, 2002
- Ethics and corruption, Transparency International 2001
- Public Participation, PDCS 2001, 2002 (2nd edition)
- Reader for Non - profit Organizations, PDCS 1998
- How to save the Earth, environmental education for children, 1994

Other publications and articles:

- Public Participation – barriers and prospects, Bratislava - Newcastle 2000
- Culture and the 3rd sector, obstacles and solutions, Banská Bystrica 1999
- Tens of published articles in economic and daily newspapers - Trend, Sme, Národná obroda, Manager, and screenplays (STV) from the area of management, education, public participation, environmental protection etc.

December 7, 2002

Zora Pauliniová