



Anona Development Consultancy Jane Esuantsiwa Goldsmith

Participatory, experiential, dynamic, challenging, fun!



I work as an energiser and motivator in the voluntary sector as a management development consultant, facilitator, trainer, team-builder and strategist to over 100 different organisations on five different continents; as a specialist in diversity, gender, race, international development; drawing on personal experience over more than 30 years as an activist in the women's movement and women's human rights worldwide; and in connecting communities in the UK and Africa in my role as Queen of Development of my family village in Ghana.

AREAS OF SKILLS AND EXPERTISE

- **Strategic Planning**, Project management, evaluation, impact assessment, consultations, research
- **Facilitation** of conferences and meetings, chairing for groups up to 500
- **Training/consultancy** on gender, governance, leadership, diversity, assertiveness, training for trainers and facilitators, presentation skills
- **Organisational development** management, teambuilding, mentoring, coaching
- **Writing and public speaking** on various issues including diversity, gender and management development, international development

KEY ACHIEVEMENTS AND EXPERIENCE

- **Convenor of ActionAid International Assembly; Trustee of Equality and Diversity Forum, Ambassador for the Women's Resource Centre.**
Extensive experience of serving on and coaching Executive Boards. Formerly Vice Chair of Action Aid UK 2012-14, Chair of Fawcett Society, VSO Board member, and six years service (Public Appointment) as Commissioner with the Women's National Commission
- **Successful Consultancy business for eighteen years:** Client base of more than 100 not-for-profit organisations including international aid, women's, black and minority ethnic, disability, community, voluntary and public sector organisations
- **Extensive knowledge of international development issues**, working with major development agencies. Member of the UK Government delegation to United Nations Fourth World Conference on Women in Beijing 1995 and on-going work alongside government ministers, parliamentarians, civil servants, and key figures in the statutory and voluntary sector in the UK and internationally
- **Distinctive, engaging, informal style** and original models for facilitation and training, working with groups of up to 500 people from diverse backgrounds. Carried out participatory strategic planning processes with over 70 clients

QUALIFICATIONS

- Registered consultant for National Council for Voluntary Organisations & Management Development Network
- B.A. (Hons.) 2:1 in Combined Arts and PGCE in Humanities
Leicester University 1975 and Leicester University School of Education 1976
- Languages: Italian (advanced), French (intermediate), Swahili and Fante (basic)

CURRENT: DIRECTOR, ANONA DEVELOPMENT CONSULTANCY 1995 – date

- **Chairing / Facilitation** Wide-ranging experience of chairing and facilitating international, national and local conferences and assemblies of up to 400 people in an informal and enjoyable style. *Major clients: Oxfam General Assembly, International Federation of Alternative Trades, United Nations International conferences, Age Concern, NSPCC, Merton Sutton and Wandsworth Health Authority, International Diabetes Federation; FORWARD*
- **Strategic Planning, Theory of Change, Evaluation** Proven ability to help develop and implement tailor-made, practicable strategic plans for organisations and departments of all sizes, using a unique ten-step participatory strategic planning framework. *Major clients: Commonwealth Foundation, Population Concern, Oxfam, Action Aid, International Family Health, Citizens' Advice Bureaux, Save the Children, Age Concern, Equality and Human Rights Commission; One World Media; Wateraid; Jagonari Bangladeshi Women's Centre*
- **Management Development , coaching, mentoring** Ability to work with management teams, boards of trustees and individuals to develop management strategies, update skills and knowledge on a range of issues and increase personal and professional confidence. *Major clients: Comic Relief, Newham CRE, National Lotteries Charities Board, Age Concern, Mendip Primary Care Trust*
- **Training and Advising** Extensive experience of designing and delivering participatory and dynamic training courses including gender and diversity awareness, race, assertiveness, teambuilding, leadership and management development. Initial in-depth needs assessment ensures that courses are tailored individually to meet each client's special requirements. Training values: Participatory, experiential, challenging, dynamic, fun. *Major clients: British Council, UK MPs' Briefing, NCVO, Barrow Cadbury Trust, Norwegian Church Aid & People's Aid, Dept. for International Development, Women's Aid, Greenpeace*
- **Research and Consultancy** Extensive research portfolio on policy issues including gender, violence against women, black and minority ethnic issues, diversity and international development. Expertise in qualitative research including running focus groups, consultation workshops and conducting interviews. *Major clients: British Council, DFID, Women's National Commission, Age Concern, YWCA, Gender and Development Network, Women's Budget Group*
- **Public Speaking and Writing** Lively, humorous and informative keynote conference and after dinner speeches, presentations and media interviews. Reports, manuals, articles and pamphlets in clear, accessible language for a variety of internal and external audiences. *Major clients: Action on Disability and Development, British Council, National Housing Association, Fire Service, Birmingham City Council, Fawcett Society, Leicester and Sussex Universities*

PREVIOUS EMPLOYMENT (1975 – 1995)

1990 - 95 **Policy Co-ordinator, National Alliance of Women's Organisations**

Promotion, campaigning and public speaking at local, national and international levels on all policy issues of interest to NAWO's 250 member organisations., management of department

1988 – 89 **Development Officer, Womankind**

1980 – 88 **Women's Officer, World University Service**

1977 – 79 **VSO Volunteer Teacher**, English and African Literature, Tanzania

1975 – 76 **Elected Sabbatical President** of Leicester University Students' Union

COMMITTEES AND VOLUNTARY WORK

Current experience:

Convenor of ActionAid International Assembly; Trustee, Equality and Diversity Forum July 2012 - ; Ambassador, Women's Resource Centre 2007 -; Queen of Development, Akoanso village, Ghana 2009 -

Former experience:

- Vice Chair, Action Aid 2012 – 2014
- Chair of panel of judges for One World Media Prize (2011)
- Women's National Commission Commissioner (Public Appointment) (1999 – 2005)
- Chair, Fawcett Society, (2001-2003)
- Chair, Gender and Development Network (2001– 2003)
- Director, Akina Mama Wa Afrika Executive Board (1996 – 2002)
- Foreign and Commonwealth Office UK Africa Ginger Group (98 – 2000)
- Chair, Beijing Forum (1994 – 96)
- VSO Executive Committee Elected member (1980 – 83)

MEDIA EXPERIENCE AND PUBLICATIONS

Writer: series of articles for *opendemocracy* on-line publication on Migration and gender 2010; currently writing a book on mixed race identity

Radio: Radio 4 Saturday Live; Woman's Hour; Radio 4 Afternoon Shift; Radio 5 Family Business; BBC World Service Radio and extensive local radio interviews.

Television: BBC World Service Television, Channel 4, Carlton Television, Channel 5 Espresso, Thames Television.

Press: Interviews for the Guardian, Marie Claire, Cosmopolitan

Publications: Research reports, articles and briefing papers on gender, race, rural, education, diversity *Training manuals:* Gender, Development and Poverty UK MPs briefing pack, DFID; African Women's Leadership Institute Training Manual; and guidelines on Gender and Development.

Research Papers: Commission for Equality and Human Rights (CEHR) and the Voluntary EDF 2007; *Age and Diversity*, Age Concern, 2006

**ANONA DEVELOPMENT CONSULTANCY:
FULL LIST OF CLIENTS**

Academic Institutions

- ◆ University of Essex
- ◆ University of Sussex IDS
- ◆ University of East Anglia
- ◆ University of Manchester

Voluntary Sector– UK

- ◆ Aberdeen Park Nursery
- ◆ Age Concern
- ◆ Asthma UK
- ◆ Bail for Immigration Detainees (BID)
- ◆ Barrow Cadbury Trust
- ◆ BIRC
- ◆ Breast Cancer Care
- ◆ British Institute for Human Rights
- ◆ Campaign for the Homeless and Rootless
- ◆ Centre for Strategy and Communication
- ◆ Charter 88
- ◆ Comic Relief
- ◆ ECPAT
- ◆ Equality and Diversity Forum
- ◆ Esmee Fairbairn Trust
- ◆ Henry Smith Charity
- ◆ Landscape Institute
- ◆ Maternity Alliance
- ◆ National Housing Association
- ◆ National Lottery Charities Board
- ◆ Norfolk and Norwich Race Equality Council
- ◆ NSPCC
- ◆ North London Hospice
- ◆ Princess Royal Trust for Carers
- ◆ Refugee Council
- ◆ Society of Education Officers
- ◆ Trust for London
- ◆ WAITS

Voluntary Sector – Europe

- ◆ De Beuk, Netherlands
- ◆ Intl Diabetes Federation
- ◆ Intl Federation of University Women
- ◆ NEWS Fair Trade, Sweden
- ◆ Norwegian Council of Churches
- ◆ Norwegian People's Aid
- ◆ World Development Movement

Voluntary Sector – International Development

- ◆ ACTION against Tuberculosis
- ◆ Action Aid
- ◆ Action on Disability and Development
- ◆ ACORD
- ◆ British Council
- ◆ Café Direct
- ◆ Care International
- ◆ Catholic Action for Overseas Development
- ◆ Catholic Institute for International Relations
- ◆ Christian Aid
- ◆ Commonwealth Foundation
- ◆ Green Belt Movement
- ◆ Greenpeace UK
- ◆ Intl Diabetes Federation
- ◆ Intl Federation of Alternative Trade Org's
- ◆ Intermediate Technology Development Group
- ◆ International Family Health

- ◆ Merlin
- ◆ Karuna Trust
- ◆ One World Media
- ◆ Oxfam
- ◆ Plan UK
- ◆ Population Concern/Interact Worldwide
- ◆ Save the Children
- ◆ SOS Sahel
- ◆ TWIN Trading
- ◆ Traidcraft
- ◆ UK NGO AIDS Consortium
- ◆ UNAIS and UNIFEM
- ◆ WaterAid and Water Dialogues
- ◆ War on Want

Women's Organisations

- ◆ Fawcett Society
- ◆ FORWARD; FGM Campaign UK and Europe
- ◆ Gender and Development Network
- ◆ Jagonari Bangladeshi Women's Centre
- ◆ Latin American Women's Aid
- ◆ ROSA
- ◆ Womankind Worldwide
- ◆ Women's Aid
- ◆ Women's Budget Group
- ◆ Women and Children First UK
- ◆ Women's Health and equality Consortium
- ◆ Women's Resource Centre
- ◆ YWCA

Training/Advisory organisations

- ◆ BOND
- ◆ Consumer's Association
- ◆ National Council for Voluntary Organisations
- ◆ National Association of Citizens' Advice Bureaux
- ◆ Department for International Development

Government and Public Bodies

- ◆ Equality and Human Rights Commission
- ◆ Equal Opportunities Commission
- ◆ Women's National Commission
- ◆ Commonwealth Secretariat
- ◆ Commonwealth Foundation

Public Sector

- ◆ Confederation of Education Service Managers
- ◆ London Fire and Emergency Planning Authority
- ◆ Manchester City Council
- ◆ Mendip Primary Care Trust
- ◆ Merton, Sutton and Wandsworth Health Authority
- ◆ Newham Council for Racial Equality
- ◆ Trades Union Congress

Corporate Sector

- ◆ Body Shop International
- ◆ The Consultancy Company
- ◆ Centre for Strategy and Communication

Black and Minority Ethnic Organisations

- ◆ Akina Mama wa Afrika
- ◆ Consortium of Bengali Associations
- ◆ Age Concern Black and Minority Ethnic Forum
- ◆ Manchester Black Workers Group
- ◆ Merton Black and Minority Ethnic Centre