

THELMA AWORI
P.O. Box 24620, Kampala, Uganda
thelmaawori@hotmail.com
Tel: 256 77 622560

PROFESSIONAL GOALS:

To contribute my knowledge and experience to shaping the economic and social development of the world with particular emphasis on Africa

To promote life long learning as an avenue of personal and national development

To promote international cooperation for development

PROFESSIONAL PROFICIENCIES:

Gender and Development; Evaluation; Development approaches and management; Technical cooperation for development; Management; Human resources development and training; Social mobilization and organization;

EDUCATION

TEACHERS COLLEGE, COLUMBIA UNIVERSITY, NEW YORK, NY
Ed.D in Adult Learning and Leadership, expected in 2005

UNIVERSITY OF CALIFORNIA, BERKELEY, CA
M.A. Adult Education and Humanistic Psychology, 1973

HARVARD UNIVERSITY, CAMBRIDGE, MA
B.A. (Hons. Cum laude) Social Relations with Cultural Anthropology, 1965

SUMMARY OF EXPERIENCE

Assistant Secretary General of the United Nations, Director of Regional Bureau for Africa, United Nations Development Programme, (UNDP) New York 1997 - 2000

Deputy Assistant Administrator, Bureau for Policy and Programme Support, UNDP, New York, 1996 - 1997

United Nations Resident Co-ordinator & Resident Representative, UNDP,
Zimbabwe, 1992 - 1996

Deputy Director, United Nations Development Fund for Women (UNIFEM), 1990 -
1992

Chief, Africa Section, UNIFEM. 1988 - 1990

International Consultant, Project design and evaluation, Development training,
Status of Women, 1981 – 1988 and 2001 to present

Executive Secretary, Commission for Communication Education, WORLD
ASSOCIATION FOR CHRISTIAN COMMUNICATION, London, England, 1977 -
1981

Lecturer, College of Adult and Distance Education, UNIVERSITY OF NAIROBI,
KENYA, 1973 - 1977

Senior Tutor, Centre for Continuing Education, MAKERERE UNIVERSITY,
Kampala, Uganda, 1965 - 1972

CONSULTANCIES

TRAINING

Designed and conducted training in leadership, human relations and
communications, poverty eradication methods, Freirean approach to community
mobilization for women and other community leaders for the following
organizations:

INTERNATIONAL GRAIL, 2002, 1979

EAST AND SOUTHERN AFRICAN MANAGEMENT INSTITUTE, Tanzania, 1987

BROOKE BOND TEA, Kenya, 1987

CHURCH WOMEN UNITED, New York, 1985

UN ECONOMIC COMMISSION FOR AFRICA, Ethiopia, 1977

INTERNAL CO-OPERATIVE ALLIANCE, Kenya, 1973-1977

CHRISTIAN DEVELOPMENT EDUCATION SERVICES, Kenya, 1974-1977

INSTITUTE FOR SOCIAL STUDIES, The Netherlands, 1977

EVALUATION

Lead Consultant and Chair Independent Review of the FAO-TCP (2004)

Preparing participatory, rights based results oriented monitoring and evaluation
framework for

UNIFEM, Africa, 2003

Prepared scan of monitoring and evaluation methods and systems of multi-lateral
and bilateral organizations and large NGOs for

UNIFEM, New York, 2002

Evaluated training workshops for women, adult literacy programmes and integrated development projects for

WORLD COUNCIL OF CHURCHES, Geneva, 1986

WORLD EDUCATION (USAID), Boston, 1983

ICCO, The Netherlands, 1980

UNITED NATIONS ECONOMIC COMMISSION FOR AFRICA, Ethiopia, 1976

ADVISORY SERVICES

Advisory services on national and organizational gender policies, and surveys on women's activities and integration in broader development programmes for the following organizations:

UNITED NATIONS DEVELOPMENT FUND FOR WOMEN, New York, 1987, 1985

ABT ASSOCIATES, Washington, D.C. 1983

PROFESSIONAL SKILLS AND EXPERIENCE

ECONOMIC AND SOCIAL DEVELOPMENT

- Supported African governments and sub-regions in resource mobilization efforts through donor Round Tables. Chaired Round Table dialogues on economic development and pressing social issues between several African governments and their partner nations from the Northern Hemisphere.
- Funded major projects on African economic integration
- Played an active and substantive role in various inter-regional initiatives i.e. ACBF, SPA, ZERI, PACASED among others. Funded several other region-wide initiatives such as the Jobs for Africa Programme
- Mobilized scientists and supported the development of bio-diversity as a competitive economic strategy for increased labour productivity
- Brokered dialogue between African countries and their development partners
- Served in a consultative capacity to several governments and peoples' organizations on social and economic issues.
- Practical involvement in funding and designing programmatic initiatives for employment creation, peace-building, reconstruction, reconciliation and reintegration in most African nations experiencing conflict
- Organized successful fund raising drive, and gave major support to an initiative to build over 57 dams in water stressed area of Zimbabwe.
- Advocated widely and successfully for attention to major social and economic issues in Africa (debt, HIV/AIDs, Poverty eradication, employment creation, economic integration, conflict resolution, gender, environmental regeneration)
- Chaired, presented papers, panel presenter with experts on major global themes in economic and social development relevant to Africa's futures.

MANAGEMENT

- Managed the Africa Bureau of UNDP; 45 countries, 1,300 employees disbursing over US\$1.4 billion budget.
- Deputy Director of Policy Bureau, UNDP: global outreach, 150 employees responsible for substantive policy direction of UNDP.
- Represented the interest of the United Nations in Zimbabwe.
- Coordinated the work of 14 UN agencies and the World Bank in Zimbabwe.
- Managed the UNDP country office in Zimbabwe; \$32 million programme and 70 staff.
- Managed the operations of the United Nations Development Fund for Women as Deputy Director.
- Managed a global communication scholarship programme emphasizing cultural relevance and technical proficiency at the World Association for Christian Communication.
- Directed the Diploma in Adult Education Course at Nairobi University re-orienting the staff to use participatory and action-oriented training methods.
- Managed the university extension programme, supervising part-time tutors and organizers for two regions in Uganda

PROGRAMME/PROJECT DESIGN, DEVELOPMENT AND EVALUATION

- Lead Consultant and Chair Independent Review of the FAO-TCP
- Introduced in UNDP programming in Africa a *ZERO EMISSIONS SYSTEMS APPROACH* to economic development with high impact links to global markets.
- Initiated programme for regional water resource management in the SADC region.
- Designed and promoted programme ("Give A Dam") for water security in highly water stressed area of Zimbabwe.
- Supervised the development of poverty focussed UNDP programme of assistance to Zimbabwe
- Ensured innovative and catalytic programming directions of UNIFEM as critical factor for the advancement of women.
- Promoted participatory evaluation and action research methods by training development field workers to use these methods in their work.
- Planned and conducted evaluation of programmes and projects in the following areas: adult education, communications development, communication education and women's activities at the request of donor agencies.

UNIVERSITY TEACHING AND ADULT EDUCATION

- Taught human relations, Interpersonal Communications, Psychology of Adult Learning, Group Dynamics and Adult Education Methods at *Nairobi University* and Sociology at *Makerere University*, Centre for Continuing Education

- Organized and implemented a programme for university extension services in two regions of Uganda, which included public lectures, seminars and evening classes leading to university entrance and various certifications.
- Facilitated organizational development workshops for various groups and organizations
- Designed and conducted experienced-based learning courses for adult educators, trainers, development field officers and trade unionists.
- Conducted a leadership-training workshop for women rural development officers of the Government of Sudan.
- Initiated a network of women adult educators and women in development as a support group and consciousness-raising mechanism.

WOMEN: MOBILIZATION AND PROMOTION

- Mobilized and promoted support for technical skills training and trauma counseling for refugee women in Africa.
- Board member of African Women's Development Fund
- Designed programme on women in decision making in Zimbabwe.
- Conduct, on a regular basis, training for women's groups on request.
- Promoted research and data collection on women in development in Kenya.
- Organized women in the media groups in Africa and Latin America as a support base for women's activities.
- Planned and conducted a survey of the development activities of women's groups in Uganda as a basis for future programme development.
- Conducted a leadership-training workshop for women rural development officers of the Government of Sudan.
- Initiated a network of women adult educators and women in development as a support group and consciousness-raising mechanism.

COMMUNICATION EDUCATION AND MASS MEDIA

- Conducted a survey of communication education institutions globally, in search of training programmes with an emphasis on development communication and folk media.
- Promoted concepts of the New World Information and Communications Order by mounting discussions of these concepts on the major continents of the world and including them in project funding criteria.
- Developed and implemented a global programme for the increased participation of women in mass communications. Raised funds for scholarship assistance to women for professional training in communications and for conferences which brought professional media women together to plan their own development.
- Designed and monitored the overall programme for communication education with the World Association for Christian Communication.

PRESENTATIONS

William E DuBois Annual Lecture, University of Illinois, Urbana, *In Whose Aid is Aid*, 2002

University of Illinois, Governor's State. *Africa in a Globalizing World*. 2002

Soroptomists International, Annual Conference of Southwestern Australia, *Stand Up and be Counted*, 2000

Inaugural Dinner Lecture, Africa University, Zimbabwe, *The African Predicament*, 2000

Numerous other public lectures in line with duties at the United Nations

PUBLICATIONS

The participation of women in Kenyan Society, Kenya Literature Bureau, Nairobi, 1978, (with Achola Pala and Abigail Krystal)

Women as Agriculture Extension Agents in Kenya, Ford Foundation/Min. of Agriculture. Nairobi. 1976 (with Roberta Mutiso)

"The Myth of the Inferiority of the African Woman". *Status of Women in Africa*. Presence Africaine. Paris. 1973

"Equal Rights no Panacea for the African Woman". *UNESCO COURIER*. 1975
Reprinted in REALITY. Vol. 7, No. 5, Nov. 1975

"Missionary Education in Liberia" in *African reactions to Missionary Education*. Berman, Edward. Teachers College Press, New York. 1975

ADDITIONAL INFORMATION

Language proficiency in English; French (assez-bien)

Editor of Newsletter of the African Association for Literacy and Adult Education

Accompanied husband in diplomatic service as wife of Minister Plenipotentiary to Washington, D.C. and Ambassador to the Benelux countries (1982-1986)

Have traveled extensively in Asia, Africa, South America and the United States and have lived in West and East Africa, Europe and the United States for more than four years each.

Member of the Board of the African Women Development Fund, Accra, Ghana
Vice Chairperson of the Advisory Board of the Institute for Peace, Leadership and Governance at Africa University, Mutare, Zimbabwe
Chairperson of the Board of Aid Transparency, Dakar, Senegal
Vice Chairperson of the Board of Hope for Africa, Durham, North Carolina
Member of the Grail International