

Curriculum Vitae



Chris Grose Capacity Development Specialist

Date of Birth: 29th December 1964
Nationality: British
Expertise: Training, Management, Institutional and Rural Development
Present position: Managing Director, IMA International

Key Experience:

Chris Grose is the Managing Director of IMA International. He is a capacity development specialist who has experience of advising governments, UN agencies, International Non-Government Organisations and the private sector since 1988. He has long term country experience in Nepal and Bangladesh where he worked in team leader roles in training and extension in the natural resources sector (livestock, fisheries and agriculture). Further skills include institutional analysis, networking, training design, knowledge management, presentation skills, delivery, facilitation, management and training evaluation. He currently provides advice on institutional capacity development and programme support for the United Nations in South and South East Asia. His experience ranges across a number of different international organisations including; DFID, FAO, IFAD, SIDA, ADB, WIPO, The Red Cross (several chapters), Novib, Aga Khan Foundation, Shell, Total, The British Council and the World Bank.

Qualifications:

Qualification obtained & Name of Course	Institution	Year
Lean Six Sigma Green Belt	Silicon Beach Training, Brighton	2008
Introduction to Lean Six Sigma	British Quality Foundation	2007
The Professional Manager Programme	"Financial Times Management", Henley Centre for Management	1999
Certificate in Training and Development	Institute of Personnel Development, London, UK	1997
MSc Agricultural Extension	University of Reading, UK	1993
HND Agriculture	Seale-Hayne Agricultural College, Devon, UK	1987

Language capabilities:	
English	mother tongue
French	reading fair; speaking fair ; writing fair
Nepali	Reading good; speaking very good; writing fair
Bengali	Reading basic; speaking fair; writing basic

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Professional membership: Institute of Directors, Federation of Small Business, School Governor, West Sussex Exporters Group

Country experience:

Afghanistan, Australia, Bangladesh, Cambodia, India, Indonesia, Italy, Kenya, Laos, Malaysia, Maldives, Nepal, Nigeria, Pakistan, Philippines, Qatar, Singapore, South Africa, South Korea, Spain, Sri Lanka, Switzerland, Tajikistan, Thailand, Uganda, UK, USA, Vietnam

Experience:

Date & Location	Description
Apr 2001 – Current Worldwide	Managing Director , IMA International. Responsible for leadership, strategic business development, partnerships and overall management of this established international short course and training consultancy organisation based in Brighton, UK with worldwide operations. Course Director in Australia, Cambodia, UK, Thailand and South Africa.
Nov/Dec 2016 United Kingdom	Co-Facilitator , on IMA's Results Based Management open course held in Brighton. With participants from Italy, Portugal, USA, Bangladesh, Nigeria all representing research agencies, NGOs, Government and donor agencies
Oct 2016 Thailand	Co-Facilitator , on IMA's Knowledge Management open training course in Bangkok. With participants from Uganda, Nepal, Australia, South Africa, Nigeria, China, Japan all representing UN agencies, donors, Government and NGOs
Oct 2016 Thailand	Workshop Facilitator , for FAO and SEAFDEC workshop on finalising materials and consultation process for EAFM for leaders and decision makers (LEAD)
Sep 2016 Bangladesh	Lead Facilitator , for Reflection and Learning Workshop, held in Cox's Bazar, at the end of the GAFSP funded Integrated Agricultural Productivity Project working in North (Rangpur) and South (Barisal) regions of Bangladesh. This event gathered qualitative data through stories of change using a variety of exercises. A further workshop was held in Dhaka for the Technical assistance team of FAO
Jul 2016 Thailand, Laos	Relationship building , with various IMA alumni and key clients in the region including presentations to Country Representatives of FAO, ADB, British Council and EC; and alumni in WIPO, SDC and USAID
Jun 2016 Thailand	Lead Facilitator , workshop developing materials for Ecosystems Approach to Fisheries Management (EAFM) in the Bay of Bengal region and South East Fisheries area. Materials have been designed for leaders and decision makers in fisheries policy in the South and South East Asian region
May 2016 Geneva, Switzerland	Facilitator , for a workshop with project managers and department heads of the World Intellectual Property Organisation (WIPO) to look at project planning and design
Feb - Mar 2016 Tajikistan	Lead Facilitator , for a results based project management training workshop for all managers in the Aga Khan Foundation's Mountain Societies Development Support Programme throughout the country. The workshop

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	touched on project management, leadership Theory of Change, knowledge management and project design. It was followed with a field visit to the Rasht Valley to meet with beneficiaries of the project and hear their stories
Jan 2016 Thailand, Nepal	Lead Facilitator , for Building Climate Resilience of Watersheds in Mountain Eco-Regions project from Nepal. Led a capacity development initiative in Knowledge Management for the project and programme managers from this project management unit, Department of Soil Conservation and Watershed Management, and the Ministry of Forests and Soil Conservation. The workshop was held in Bangkok and was followed by a visit to headquarters in Kathmandu following up immediate actions
Nov 2015 South Korea	Facilitator , World Intellectual Property Organisation (WIPO) delivering a course on the Effective Implementation of Intellectual Property Development Plans through Project Based Approach and Results Based Management. This was delivered to IP professionals from; South Korea, Cambodia, Laos, Thailand, Vietnam, Philippines, Singapore, Brunei, Malaysia, Indonesia, Myanmar and Switzerland.
Jul 2015 Hawaii, USA	Facilitator , National Oceanographic Atmospheric Administration (NOAA), to conduct a training of trainers course for Ecosystems Approach to Fisheries Management training for a team of NOAA staff working in this sector in the Hawaiian Islands, Micronesia, Guam, and from Washington office.
Feb 2012 – Dec 2015 Thailand, Malaysia Philippines, Bangladesh, Sri Lanka	Training Course Design Specialist , FAO, Bay of Bengal Large Marine Ecosystem Project (BOBLME). Development of a Training Manual “Ecosystem Approach to Fisheries Management” (EAFM) and conduct of pilot training in Malaysia (Jul 2013). Thailand (Dec 2012) for training team course design workshop and Philippines (Feb 2013) for final course walk through. Working with the BOBLME project, providing coaching support for regional training team in South-East Asia (Apr 2014). Trainer to observe EAFM training in Sri Lanka and then lead facilitator on the Training of Trainers Programme to continue to build the pool of trainers for Bangladesh (Nov 2014) and Sri Lanka (Mar 2015) to work in the South and South East Asia region lead facilitator at the EAFM LEAD workshop designing a senior level programme designed for Leaders, Executives and Decision Makers (Apr 2015).
Mar 2015 Maldives	Presenter , Meetings with alumni and IMA representative in Maldives. Included presentations at Ministry of Home Affairs, Environmental Protection Agency, Department for Climate Change, Ministry of Fisheries and Livestock.
Feb 2015 Spain	Presenter , Meeting with University of Valencia staff to coordinate partnership arrangements.
Aug 2014 Bangladesh	Lead Facilitator , FAO. Developed and facilitated a team building workshop in Cox’s Bazar for 45 members of the IAPP team from Dhaka, Rangpur and Barisal project regions. This workshop brought the team closer together and smoothed over conflict and challenges.
Jun 2014 Kenya	Presenter , met with ACORD, HIV Aids Alliance, Kenya Red Cross, Toyota, CRS and others during AIDEX conference on innovation in development.

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Jun 2014 Uganda	Presenter , Organisational institutional capacity development support for National Planning Authority and meeting with alumni network representatives from; WHO, Kampala City Council, National Agricultural Development, Sawlog Forestry Programme, Danida, Democratic Governance Facility.
May 2014 USA	Presenter , with various partners on capacity development and leadership, including New York Wagner University, UN Secretariat in New York and the IMF and Millennium Challenge Corporation in Washington.
Nov 2011 – Dec 2014 Bangladesh	Capacity Development Specialist , FAO. Responsible for (i) overall guidance and implementation of the needs assessment exercise; (ii) developing a targeting strategy of project beneficiaries; (iii) conceiving and supporting the stakeholder consultations in all areas; (iv) guiding the baseline data collection and the logframe review; and (v) working out the modalities of provision of short and medium term in country and external training.
Sep 2013 – Mar 2014 Italy	Co-Designer , of FAO Partnerships course for use by field staff worldwide. Involved in design of face to face training materials, scenarios, e-learning modules and training session plans.
Oct - Nov 2013 Thailand	Co-Trainer , IMA Leadership and Management in Development course in Bangkok. 21 participants from around the world attended this popular programme.
May 2013 Bangladesh	Capacity Development Specialist , FAO/WB. Conducted an analysis of management learning needs for a cross section of Project Directors in the Department of Fisheries and Department of Agricultural Extension.
May 2013 Bangladesh	Team Building Retreat Facilitator , FAO/WB. Team building retreat for 30 members of the Integrated Agricultural Productivity Project including Project Director and senior leaders within the project and across a selection of Departments and Districts of Bangladesh.
Nov 2012 India	Study Tour Lead Facilitator , FAO. Led a team of 16 Project staff and Government colleagues to Tamil Nadu where we visited two World Bank financed projects to observe best practice in group mobilization and community participation.
Nov 2012 Cambodia	Co-Trainer , IMA International/HIV Aids Alliance training course on Knowledge Management. Covered post course strategic planning for KM with a group of participants after the course.
Oct 2011 – Jan 2012 Italy	Disaster Management Capacity Assessment Consultant , FAO. Advising on disaster response and recovery guidelines for fisheries. Prepare background papers, conduct network meetings with partners to identify their experience of disaster management, carry out learning needs analysis with partners, develop learning support plan of action.
Jun 2011 UK	Co-Trainer , IMA International. Provided training support for a scheduled Leading Organisations course covering team leadership, change and presentation.

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Feb – May 2011 Italy, South Africa	Coordination and Networking Consultant for FAO/SIDA project concentrating on the organization of the opening meeting of the “Programme in support of the Implementation of FAO <i>strategy for fisheries and aquaculture in Africa</i> ”
Nov 2008 – Feb 2010 Indonesia	Capacity Building Needs Assessment Consultant for FAO/ARC project in the Tsunami affected areas of Aceh, Indonesia. Managing a process and team of University professionals to conduct an analysis of the vision, mission, objectives, current job descriptions, specifications and subsequent learning gaps within the Fisheries and Marine Agency in Aceh Province. Following this led a team to develop a medium and long term learning plan to be implemented by the Government Agency under their budget with support from FAO in the short term.
Feb – May 2008 Pakistan	Institutional and Training Specialist for FAO/SIDA project in the Earthquake affected areas of Kashmir and NWFP Pakistan. Continued programme of Learning Needs Assessment including analysis of training gap responses, facilitation of district level workshops, final Training Plan design and reporting.
Jan 2008 Italy	Institutional and Training Specialist for FAO/SIDA project in the Earthquake affected areas of Kashmir and NWFP Pakistan. Debrief session and further planning for training design.
Nov – Dec 2007 Pakistan	Institutional and Training Specialist for FAO/SIDA project in the Earthquake affected areas of Kashmir and NWFP Pakistan. Provided key advice on training planning and design for a livelihoods rehabilitation strategy implementing partners. This work involved time being spent in Islamabad, Muzzaffarabad, Mansera and Peshawar. An institutional and training needs analysis was carried out for the implementing partners to create a training plan for the duration of the project.
Sep 2007 UK	Course Director for IMA International’s Issues in Development course held at the Institute of Development Studies. Coordination of the course and liaison with specialist trainers ensuring good flow and interaction with participants. Topics covered included; poverty, climate change, migration, globalisation, advocacy, leadership, civil society and ended by facilitating a lively end of course debate.
Mar – May 2007 Indonesia	Institutional and Training Specialist for FAO/American Red Cross Fisheries Project in Aceh province. Key member of the project inception phase team with specific responsibility for training, planning, monitoring and evaluation design. Capacity building support during appreciative inquiry workshops and presentation on monitoring and evaluation for the project.
Nov – Dec 2006 Indonesia	Human Resources and Training Specialist for FAO. Conducted an analysis and review of the human resource capacity in management and training in relation to fisheries management institutions in Aceh province during

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	medium to long term rehabilitation post tsunami.
Jan 2006 South Africa	Team Leader and key presenter of Monitoring and Evaluation training options for the Premier Office of the North West Province at Mabatho.
Nov 2005 – Mar 2006 Nigeria	Team Leader designing and developing a comprehensive training plan for the Niger Delta Region. Liaison with Oil producers, NGOs and Government representatives. IMA International are subsequently developing a five year training and learning plan for the region to be inaugurated in 2007.
Jan 2005 Afghanistan	Capacity Building Adviser (DFID) developing strategic planning and training skills within the Ministry of Agriculture and Animal Husbandry and the Ministry of Rural Reconstruction and Development. Report on community development training in Afghanistan produced for this co-managed project.
Mar 2004 Maldives	Training Consultant for IMA International's partners, assessing training capacity, course design and delivery style.
Feb 2004 Sri Lanka	Training and Institutional Specialist Designing of the master training plan focusing on capacity building training for the ADB funded Aquatic Resource Development and Quality Improvement Project from 2004 – 2009.
Mar 2003 India	Study Tour / Training Coordinator for IMA International in India working with Afghanaid Community Development Managers and micro finance specialists.
Feb 2000 – Feb 2002 Bangladesh	Training and Extension Specialist (IMA International/ DFID) on 4th fisheries institutional development project. Responsible for Training and Extension component with team of 10 consultants, Government staff and over 200 Extension Officers. Development of extension approaches, strategies for implementation, co-ordination of activities and institutional strengthening with Department of Fisheries senior officials were key tasks of this position.
Jan 2000 Uganda	Workshop Co-ordinator and Chief Facilitator (British Council). Facilitated this week long event which included; street children, NGOs, Government and Media in Kampala, Uganda. Outputs were workshop guidelines on working with street children endorsed by the President's wife.
Oct 1999 Uganda	Consultant working with members of the National Agricultural Research Organisation (NARO) to look at ways of improving dissemination of results from research to various groups from press conferences to farmer groups.
Feb 1997 – Apr 2001 UK Worldwide	Senior Consultant (IMA International) Designed and delivered training programmes in UK and worldwide (details above). Business development and strategic support to this training business.
1994 – 1997 Bangladesh	Extension Trainer for the ODA (now DFID) Fisheries Programme. Training needs analysis for the Department of Fisheries and subsequent training programme planning, delivery and evaluation.
1991 – 1992 Nepal	Livestock Training and Extension Adviser (WS Atkins) , Koshi Hills Development Project, ODA. Department of Livestock staff development and farmer training in livestock production and management techniques.
1988 – 1991 Nepal	Livestock Development Officer (VSO) , Koshi Hills Development Project, ODA and His Majesty's Government of Nepal, Department of Livestock.

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	Services extension programme coordination throughout remote rural hill district.