

## Dominique Bénard

245 route de la scierie

74250 Bogève, France

+33 4 50 82 66 16

+ 33 6 16 62 19 01

[dbenard@me.com](mailto:dbenard@me.com)

Skype : dominique benard.74

Website : [www-dialogue-experience-cooperation.net](http://www-dialogue-experience-cooperation.net)



### Studies

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Studies of psychology, state diploma of Psychological Counsellor specialized in school and professional guidance. Institute of Human Orientation and Biometrics. University of Aix-Marseille, France.

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### Professional experience

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Since 1998, I have been working as an international consultant in the following fields: organizational development, social development, non-formal educational programs, knowledge management, youth participation and empowerment, entrepreneurship training. As such I have conducted several missions as:

- Development education within the framework of the Summer University organized by the DEEEP programme and the European consultation of development NGOs (Concord): Romania (2009), Finland (2011)
- The development of training programmes for young people in difficult situations (participation and empowerment, self-discovery and affirmation, communication, teamwork, problem solving, conflict management, managing conflicts, boys-girls relations, stress and emotion management, professional project, etc.): Mexico (2014), Algeria (2014), Madagascar (2015), Turkey (2017)
- Training young adults to create small businesses: Egypt (2006-2007), Chad (2009), Haiti (2010,2011,2012), Afghanistan (2013, 2014, 2015, 2016, 2017), Congo RDC (2015), Chad (2017).
- Organizational support for the implementation of capitalization and knowledge management programmes: Mexico (2014), Madagascar (2014).
- Supporting organisations for problem solving, change management and collaborative training systems: Italy (2010), Portugal (2013), Ireland (2014), Hong Kong (2014), France (2013, 2015).
- In 2015, together with friends, I created an international cooperative of consultants called Indaba.Coop, registered in Geneva (Switzerland).

- From 2000 to 2007: I was Deputy Secretary General and Executive Director of Educational Methods, World Scout Bureau, Geneva. This function has enabled me to organize numerous conferences and seminars around the world, to work with international organizations (UNICEF, UNHCR, UNESCO), to acquire cross-cultural skills and to develop new programmes to meet the needs of adolescents and young adults, especially those who faced particularly difficult circumstances: unemployed youth, street children and child soldiers.
- 1990-2000: I was Director of the European Scout Bureau. For 10 years I have helped national Scout organisations in Europe, and particularly the associations newly created after the fall of the Soviet regime (15 countries in Central and Eastern Europe, from Estonia to Albania) to build democratic management methods and develop educational programmes adapted to new needs. This experience has enabled me to acquire new skills in the management of associations in an international and multicultural context and to cooperate closely with the institutions of the European Union and the Council of Europe, in particular for the organisation of a Peace Cruise in 1999 in the Mediterranean with young people from different conflict countries (Palestinians and Israelis, Serbs and Croats, Greeks and Turks, etc.).
- From 1988 to 1990, I was Director of ADFI (Association pour le Développement et la Formation des Immigrés - Association for the Development and Training of Immigrants), an organization working on the training and integration of immigrant workers throughout the Paris region. This experience allowed me to discover the social problems of immigration and to acquire new skills in literacy and vocational training.
- From 1983 to 1998, I was Director of the Volunteer Service (recruitment and training) at the Association Française des Volontaires du Progrès, an organisation co-managed by the public authorities and youth associations, responsible for supporting development projects in the countries of the South by sending young doctors, nurses, engineers and technicians from agriculture and civil engineering as development volunteers. This experience allowed me to work with young adults and to discover the issues of development aid and intercultural cooperation.
- From 1970 to 1983: I was seconded by the Ministry of National Education to the Association des Scouts de France, where I was successively National Head of the branch of young adolescents (11-15 years old), then National Head of Educational Methods and Training for Adult Executives and finally Executive Commissioner of the Association. This experience has enabled me to acquire skills in the field of educational programmes, adult training and management of youth organisations.

## Compétencies

- From 1965 to 1970: I was a psychologist counsellor at the school and vocational guidance centre in Evreux, Normandy. This experience allowed me to work in a team with teachers and specialized educators to facilitate the academic adaptation and career guidance of young people.
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- Psychological counseling (educational and vocational adaptation and guidance)
  - Organizational development (problem solving, helping relationships and teamwork, change management, adult learning, communication, formative evaluation, capitalization and knowledge management, etc.)
  - Social development and project management (stakeholder analysis and community engagement; identification of resources and needs; goal setting, activity planning, development of indicators and evaluation, etc.)
  - Development of educational programmes for young people and training of adult education leaders: Collaborative learning; Peer-to-peer tutoring; Citizenship education, Peace education, Environmental education, Development education; Gender education; Education programmes for adolescents at risk; Youth empowerment; Lifeskills;
  - Elaboration of a professional project, development of employability, support for the creation of small social enterprises for young people.
  - Graphical visualization
  - Production of educational tools and digital publications
  - Web site development
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## Références

- Dr. Eduardo Missoni, former Secretary General of the World Organization of the Scout Movement, Bocconi University, Milan, Italy - mail@eduardomissoni.net
- Dr. Jacques Moreillon, former Director General of the International Committee of the Red Cross (ICRC), former Secretary General of the World Organization of the Scout Movement - jacquesmoreillon@bluewin.ch
- Dr. Harriet Bjerrum-Nielsen, University of Oslo, Centre for Women's Studies- h. b. nielsen (at)stk. uio. no
- Pr. John McBeath, Cambridge University - jecm2@cam.ac.uk
- Dr. Biorn Maybury-Lewis, anthropologist (Harvard), consultant specializing in social movements and strengthening civil society. biornmayburylewis@yahoo.com
- Mrs Zeynep Gunduz, Director of RET International (Refugee Education Trust, Geneva) zeynep@theret.org