

## Curriculum Vitae

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**Name of Staff** : **Marie Marchand (MMA)**  
**Proposed position in the mandate** : **Facilitator and Collective Learning Advisor**  
**Name of Firm** : **a-zimut consulting Ltd.**  
**Profession** : **Facilitator, Mediator and Coach**  
**Date of Birth** : **28.07.1977**  
**Years with Company/Firm/Org** : **Since October 2020**  
**Nationality** : **Swiss**

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### KEY COMPETENCIES RELEVANT TO THIS ASSIGNMENT

- Extensive experience in advising, coaching and supporting SDC operational units and thematic networks in the design and implementation of multistakeholder collaborative learning processes and events, in face-to-face, hybrid or online settings (as internal facilitator 2017-2019 and external consultant since 2020).
  - Demonstrated skills to lead groups of all sizes and cultural backgrounds toward positive collective outcomes in the field of development cooperation (e.g. Global SECO NPO Week 2021, SDC F2F social inclusion and gender Eastern Europe 2020, SDC F2F development effectiveness Eastern Africa 2019, F2F SDC fragility and CSPM Latin America 2017).
  - Proficiency in a vast set of innovative methodologies for collective learning and co-creation processes (e.g. Art of Hosting, Liberating Structures, Theory U).
  - Strong interpersonal skills and demonstrated ability to manage divergences, foster group consensus as well as coach individuals toward achieving set goals.
  - Specific experience in designing and delivering trainings in conflict management (AZB Managing conflicts 2020-2024; CSPM-HRBA foundation training 2020-2021) and facilitation techniques (Swiss Embassy Haiti 2020) in face-to-face and online setting.
  - Extensive experience in the field of diplomacy and international cooperation including thematic advice on local governance, decentralisation, and democratisation (core group member SDC DDLG 2012-2017) and gender (core group member SDC gender network 2009-2011).
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### EDUCATION & RELEVANT CERTIFICATIONS

**2021** Mediator SDM-FSM, Bern  
**2020** Certification NLP Practitioner, recognized by NLPNL, Paris  
**2019** Presencing Foundation Program, Presencing Institute, Berlin  
**2018** CAS General Mediation, University of Fribourg  
**2001** MA International Relations, IHEID, Geneva

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### LANGUAGES

	<b>Speaking</b>	<b>Reading</b>	<b>Writing</b>
French	Mother tongue	Mother tongue	Mother tongue
English	Fluent	Fluent	Fluent
German	Fluent	Fluent	Fluent
Spanish	Good	Good	Good

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Description:

Dimensions: x