

CURRICULUM VITAE
Augustine Opoku Antwi
P. O. Box DT 1528
Adenta – Accra
Ghana
+233-(0)24-4640276 (Mobile)
E-mail: austinantwi@yahoo.com

Date of Birth: 14th June 1965
Nationality: Ghanaian
Marital Status: Married
Languages: English and Twi

RESUME

Augustine Opoku Antwi is an adult trainer, facilitator of development processes and organisation development practitioner. He holds M.Sc. degree in Development Policy and Planning (1997) and a B.Sc. degree in Development Planning (1992). He is a Development Planning and Organisation Development consultant. He has undergone training in Goal Oriented Project Planning (2001) under the sponsorship of GIZ and also completed practitioners' course in organisation development (2002) sponsored by GIZ and SNV in Ghana. He holds a professional certificate (October 2010) in Gestalt Organisation and Systems Development International (OSDI) programme under the auspices of Gestalt Institute of Cleveland, USA. He has passion for Life Coaching and has been supporting clients to fulfil their dreams and purpose in life as the founder and lead coach of a life coaching centre in Accra, Lifelinks Consult.

He has competence in the areas of *organisation development* (organisational assessment, facilitation and planning of change processes, team building, coaching and mentoring); *project management* (project planning with stakeholders, implementation design, monitoring and evaluation); *development planning* (survey design and administration, economic and social research using participatory methods, preparation of urban land use and district development plans, preparation of strategic plans); *process facilitation* (workshop design, manual development and adult training and facilitation of workshops); and *policy analysis*.

He has played leading roles in facilitating change processes in NGOs, governmental agencies and private sector organisations in Ghana and Nigeria. He was involved in training 50 NGOs in the South Eastern part of Nigeria under DFID's Capacity Building for Decentralised Development (CBDD) Project based in Kaduna from June 1999 to April 2002. He designed and facilitated the implementation of a participatory Land Use and Settlement Planning process in the Kingdom of Lesotho from November 2007 to December 2011 with support from GIZ. He trained 299 Social Audit Committee (SAC) members from 60 MMDAs in Ghana from May to June 2019 with support from the Social Accountability Unit of the Ministry of Local Government and Rural Development and the GIZ/SfDR programme.

He has been involved in designing and delivering various consultancy assignments in the implementation of decentralisation policy in Ghana since 1997 through training, coaching and backstopping of functionaries in over 100 Metropolitan, Municipal and District Assemblies as well as Ministries, Departments and Agencies in Ghana. He was a member of the team that designed and facilitated information campaign on the 5th Micro-projects Programme for 56 beneficiary Districts Assemblies under the European Union 8th EDF-NIP for the Republic of Ghana from January to June 2000. He facilitated the preparation of poverty profiles, maps and pro-poor programmes in 18 districts in the Western and Central Regions of Ghana from Oct. 2003 to Dec. 2004 within the context of GPRS under the auspices of NDPC/SIF/MLGRD/GIZ-LG PRSP and in 2006 supported the preparation of District Medium Term Development Plans for Tain and Kintampo North District Assemblies.

He has undertaken consultancy assignments for development partners like GIZ, European Union, USAID, DANIDA and DFID.

EDUCATION:

- 1995 – 1997: M.Sc. National Development Policy and Planning, University of Science and Technology, Kumasi-Ghana
- 1989 – 1992: B.Sc. Planning, University of Science and Technology, Kumasi-Ghana
- 1985 – 1987: GCE Advanced Level, Opoku Ware Secondary School, Kumasi -Ghana
- 1980 – 1985: GCE Ordinary Level, St. Augustine's Secondary School, Bogoso-Ghana

PROFESSIONAL COURSES:

- May 2009 – October 2010 Certificate in Organisation and Systems Development, International programme in Gestalt under the auspices of Gestalt Institute of Cleveland, Ohio, USA
- June 2001 - August 2002 Certificate in Organisation Development by German International Organisation (GIZ) and Netherlands Development Organisation (SNV)
- Sept. 2000 – March 2001 Certificate in Goal Oriented Project Planning in Accra by German International Organisation (GIZ).

EMPLOYMENT RECORD:

January 2015 - Date Lifelinks Consult, Life Coaching Centre, Accra (**Founder & Lead Coach**)

Job Description: Undertake coaching sessions with clients and support them to become who they want to be; responsible for policy direction of the company and manage all aspects of the organisation.

January 2012 – Date Freelance practitioner in Development Planning and Organisation Development (**Freelance Development Consultant**)

Oct. 1997 - Date Nkum Associates, Planning and Organisation Development Consultants, Accra (**Senior Consultant**)

Job Description: Prepare proposals, design and facilitate organisational assessments and change processes, design and deliver training, package training manual, facilitate Training of Trainers sessions for team members, prepare reports on assignments, liaise with clients in relation to assignments and other duties assigned by the Director.

Nov '95 - June '96 Preparation of Five -Year Development Plans for Akwapim South District, Nsawam and Kwabre District, Mampong (**Project Co-ordinator**)

Job Description: Liaise with clients on all matters concerning the assignments, designed the work plan for the execution of the tasks, recruited and trained field staff, supervised field work Reporting, Organised interface with the District Assemblies and the public.

Nov. '92 - Nov.'94 Department of Planning, Kwame Nkrumah University of Science and Technology, Kumasi Ghana (**Research/Teaching Assistant**)

Job Description: Assisted in the preparation and delivery of Workshop course (District Development Planning) for Third year students of the Department of Planning, assisted in delivering courses in Fundamentals of Planning and Transportation Planning, supported in the research activities of the Department.

Aug. '91 - Oct. '91 Town and Country Planning Department, Obuasi-Ghana (**Trainee**)

Job Description: Processed Building Plans, assisted in the layout design of Akrofuom Senior Secondary School and New Kunka Township in Obuasi-Ghana

Oct. '87 - Sept. '88 Kwabena Fori Junior Secondary School, Obuasi-Ghana (**National Service Person**)

Job Description: Taught Junior High School in English and Social Studies and Middle Form 4 students in Mathematics

Tasks Undertaken: The tasks have been categorized into the following fields of operation and expertise:

1. Organisation Development
2. Local Governance and Decentralisation
3. Participatory Project Planning, Landuse Planning and Development Planning
4. Project Management, Capacity Building Interventions and Research/Studies

A. Organisation Development

Consultant – Organisation development support to the Executive Leadership Team of Ghana Institute of Linguistics, Literacy and Bible Translation (GILLBT), November – December 2018

Consultant – Organisational Assessment of Local Governance Network (LOGNet) with support from GIZ/SfDR Programme, May – August 2018

Facilitator – End of 2017 Staff Reflections - Proforest Ghana, November – December 2017

Consultant – Organisational Assessment of Proforest Ghana, December 2016 to March 2017

Co-Consultant – Organisation development support to ECOWAS Commission's Department of Human Resources with support from GIZ-Nigeria, June – August 2016

Facilitator – Teambuilding training workshops for staff of Physical Facilities Department of Latter-Day Saints Church in Ghana and Nigeria, April – May 2016

Trainer – Practical training session on Teambuilding for MBA students in Management and Organisational Development (MOD) Department of KNUST School of Business, 27th – 28th February 2016

Facilitator – Teambuilding retreat for staff of Oxfam, 26th – 28th January 2016 at Coconut Grove Hotel, Elmina

Facilitator - Facilitation of one-day retreat for Head Office staff of International Central Gospel Church at Fiesta Royale Hotel Accra, 8th January 2016

Consultant – Facilitation of Teambuilding process to improve team effectiveness at the Secretariat of Christian Health Association of Ghana, October 2014 - February 2015

Consultant – Facilitation of Synergy Building Process for GLICO Group of Companies, March – April 2014

Organisational Sustainability Facilitator – Mentoring support to 5 CSOs for Educational Sustainability Funding, STAR Ghana, August 2012 – November 2012

Lead Facilitator – Organisational Assessment and Performance review of the Executive Secretariat of the Christian Health Association of Ghana (CHAG), April 2011 – July 2011

Lead Facilitator - Organisation Development support towards improving the effectiveness of Kinder Paradise, an NGO for Street and Vulnerable Children in Ghana, July 2007 to January 2008

Team Member – Organisation and Systems Development to improve the Effectiveness of FAGE, Federation of Association of Ghanaian Exporters, June 2007 – November 2007

Lead Facilitator – Training on 3-modular course on Introduction to Organisation Development for Executive Secretaries of the 18 Diocesan Health Services, National Catholic Secretariat, March 2006 – August 2007

Co-Facilitator – Organisational Assessment of Tema Municipal Assembly, TMA/Ibis Ghana, March- June 2006

Team Member – Organisational capacity assessment of the Christian Council of Ghana (CCG), October 2005

Team Member – Design of Change process and organisational restructuring of the National Catholic Health Service at Management Development Foundation (MDF), Ede in The Netherlands, sponsored by CORDAID, August 2005

Team Leader – Organisational Assessment of National Catholic Health Service, National Catholic Secretariat, April – July 2005

Team Member – Design of Module 1 of Organisation Development Practitioner Formation (ODPF) Programme in Durban, South Africa in June 2004 under the auspices of IBIS (Ghana), TRACE (Tanzania) and OLIVE (SA)

B. Local Governance and Decentralisation

Rapporteur – Sensitisation forums on the December 2019 District Level Elections and Referendum on Article 55(3) on behalf of Local Governance Network (LOGNet) with support from GIZ/SfDR Programme, July – September 2019

Lead Trainer – Zonal training of 299 Social Audit Committee Members in 60 MMDAs in Ghana, MLGRD/GIZ-SfDR Programme, May – June 2019

Facilitator – Review of Guidelines for the Preparation of District Medium Term Development Plan under the Ghana Shared Growth and Development Agenda (GSGDA) 2010 -2013, NDPC with support from USAID/LOGODEP; February – April 2013.

Facilitator – Support to the preparation of District Medium Term Development Plans for Tain and Kintampo North District Assemblies, NDPC/GTZ-LG/PRSP, July 2006 – January 2007

Facilitator – Coaching and backstopping to 18 districts in Central and Western Regions of Ghana on Poverty Profiling, Mapping and Pro-Poor Programming, NDPC, SIF, MLGRD/GTZ-LG-PRSP, April - December 2004

Trainer – Training of Trainers workshops on Poverty Profiling, Mapping and Pro-Poor Programming methodology for District Planning Officers, District Town and Country Planning Officers and District Co-ordinating Directors across the country, NDPC, SIF, MLGRD, GTZ/LG-PRSP, Nov-Dec 2003

Trainer – Designed and delivered orientation courses for all sub-district functionaries in Atebubu and Nkoranza District Assemblies, GTZ/PRA, January - May 2003

Team Leader (Southern Zone-Central and Volta Regions) – Ghana Poverty Reduction Consultations, NDPC/GTZ, October - November, 2000

Team Member - Community Participation Study of the 4th Micro-projects Programme – No. 7, ACP GH 055–European Union Delegation of the European Commission in Ghana. June/July, 1998

Facilitator - Training Workshops for Civil Society Organisations (CSOs) and District Assembly Officials in Tano and Berekum Districts: International Foundation for Election Systems (IFES) - Enhancing Civil Society Effectiveness at the Local Level (ECSELL) Project, sponsored by USAID. March, 1998 – July 1999

Facilitator - Training Workshops for Assembly Persons, Sector Departments, DPCU staff, Administrative staff and Sub-Committee members in Kintampo, Hohoe and West Gonja Districts on Decentralised Planning and Management. MLGRD/GTZ-PRA, Accra; November/December 1997 – January 2001

C. Participatory Project Planning, Land Use Planning and Development Planning

Facilitator – Strategic thinking and planning process for Proforest Initiative (Africa), Ghana office; 9th – 13th December 2019

Facilitator – Participatory Monitoring & Evaluation for specific projects in Prestea Huni Valley and Wassa Amenfi West Municipal Assemblies in Ghana with support from GIZ/SfDR programme; November 2019 – February 2020

Facilitator – Preparation of strategic plan for SEND-Ghana, September 2013 – March 2014

Process Facilitator – Designed, trained planners and facilitated the roll-out of the implementation of a participatory Land Use and Settlement Planning (LUSP) process in the Kingdom of Lesotho under the auspices of the Ministry of Local Government and Chieftainship with support from German Development Co-operation, November 2007 – December 2011

Co-Facilitator – Strategic Thinking and Planning Workshop, Institute for Democratic Governance, 18th -20th April, 2006

Lead Facilitator – Strategic planning process for CSIR-Savanna Agricultural Institute (SARI), Nyamkpala-Tamale, August 2005

Lead Facilitator – Strategic planning process for CSIR-Crops Research Institute (CRI), Fumesua-Kumasi, March 2004

Team Member – Designed and packaged Trainer’s Manual and Participant’s Handbook on Integrated Development Planning (IDP), GTZ/PRODICAP II, March-July, 2003

Team Member – Analysis of the existing legislation on Town Planning in Ghana and promotion of participatory urban action planning approaches in Ghana, GTZ/PRODICAP I, Feb-April 2001

D. Project Management, Capacity Building Interventions and Research/Study

Co-Trainer/Facilitator – Facilitation of Training-of-Trainers session for selected members of National Association of Local Authorities of Ghana (NALAG) and Local Governance Network (LOGNet) sponsored by GIZ/SfDR Programme; February – March 2019

Team Member – Beneficiary Assessment of Livelihood Empowerment Against Poverty (LEAP) Programme under the auspices of the Ministry of Gender, Children and Social Protection and LEAP Management Secretariat, January – March 2018

Consultant – Performance Assessment of Christian Health Association of Ghana (CHAG) Secretariat and Mid-Term Evaluation of strategic plan, November 2013 – April 2014

Team Member – Final Evaluation of Priority Solidarity Funds (PSF) for Support to decentralisation and local governance in Ghana (No. 2005-83) and Support to Ghana’s public sector reforms (No. 2006-87), French Embassy in Accra, November 2012 – February 2013

Lead Consultant – Study on Funding Opportunities for Partner Organisations of CORDAID in Ghana, CORDAID Netherlands, June 2012 – August 2012

Team Member – Ex-post evaluation of Community Based Rural Development Programme (CBRDP), AFD –French Development Agency, March 2012 – June 2012

Trainer – Training of 120 Assistant Physical Planners in the Kingdom of Lesotho in Facilitation Skills for training of newly elected Councillors on Land use and Settlement Planning Process, Ministry of Local Government and Chieftainship, Sept. – Nov 2011

Team Member – Beneficiary Assessment of Community Based Rural Development programme (CBRDP) under MLGRD, February – May 2011.

Team Leader – Beneficiary Assessment of AgSSIP, MoFA/PPMED, July 2006– January 2007

Trainer – Designed and delivered training courses on People Management and Organisation Development, Strategic Planning and Resource Mobilisation, Communication and Report Writing Skills, Financial Management and Project Management for 50 NGOs/CBOs in the South eastern zone of Nigeria (Owerri, Enugu and Port Harcourt), August 1999 - April 2002 under DFIDs CBDD Project.

Team Member – 5th Micro-projects Programme Educational/Information Campaign for 56 District Assemblies of Ghana under the European Union 8th EDF-NIP for the Republic of Ghana. January – June 2000.

Team Member – Involved in designing the implementation phase of Department for International Development (DFID) Generic Training Programme for NGOs/CBOs in Nigeria under the Capacity Building for Decentralised Development (CBDD) Project based in Kaduna, Nigeria – June 1999

PUBLICATION & DISSERTATION:

“Life Coaching: Practice from the perspective of a Life Coach”: Article featured in the Daily Heritage Newspaper in Ghana. Tuesday 22nd December 2015 page 4.

“WHO AM I? Making a Difference with the Self”: Self-Published book in June 2015

“The Application of Planning and Management Techniques in Project Implementation”: A Case Study of Tailings Dam Monitoring Project of Ashanti Goldfields Company Limited, Obuasi (Unpublished M.Sc. Thesis, 1997)

“The Role of the Private Sector in Housing Development in Urban Areas”: A Case Study of Obuasi (Unpublished B.Sc. Thesis, 1992)

AWARD

The Best Post-graduate student in M.Sc. Development Policy and Planning; presented by Ghana Institute of Planners (GIP) at special graduation ceremony. KNUST – Kumasi, 16th April 1998.

REFEREES:

Rev. John Nkum
Director, Nkum Associates
P.O. Box KN 1961
Accra, Ghana
Tel: +233-(0)24-4324120
E-mail: john.nkum@nkumassociates.com
<https://www.nkumassociates.com/>

Dr. Adom Baisie Ghartey
Executive Director
Ghartey Associates Ltd.
Accra, Ghana
Tel: +233-(0)24-9683781

E-mail: aghartey2002@yahoo.co.uk