

PERSONAL INFORMATION

Elisabeth Hanzl



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📅 Date of birth 1987

WORK EXPERIENCE

07/2017–Present

Trainer, Facilitator, Supervisor, Organizational Consultant

facilitation.at KG (www.facilitation.at), Vienna/Graz (Austria)

- process facilitation and consulting
- supervision of groups and teams
- training (focus on: youth work, gender and diversity, self-organizing structures and teams, group dynamics, conflict management, intercultural learning)
- design and facilitation of participatory processes and multi-stakeholder involvement
- moderation/facilitation of working groups, workshops, conferences, seminars

09/2013–05/2017

Youth Policy Officer

Austrian National Youth Council (BJV, www.bjv.at), Vienna (Austria)

- research and communication on issues relevant to youth policy (focus on: women & gender, sexuality, diversity, european & international youth policy, poverty & social inclusion)
- content preparation of policy papers and resolutions, drafting statements in the context of legal assessments
- support and facilitation of working groups and steering committees
- coordination, selection, counselling/coaching and training/development of volunteers (the Women's Committee, European Youth Delegates, UN Youth Delegates Program, pool of trainers/facilitators for specific workshops)
- responsibility for the implementation of campaigns, projects and their funding (planning, application, implementation, financial monitoring and reporting)
- training of multipliers, coordination of nationwide workshop offers (in the fields of: violence prevention, inclusion of young refugees, human rights education, gender mainstreaming)
- contact with network partners at regional, national and international level

06/2012–05/2017

Trainer, Facilitator

training for peer-to-peer-tutors of the Österreichische Hochschüler_innenschaft (Austrian National Students Union)

- facilitation of teambuilding processes, working group meetings, conflict management and groupdynamics in grassroots organisations and networks/initiatives of activists

06/2015–10/2015

Tenant of an alpine dairy

Leppner Alm, Irschen i. Ktn. (Austria)

- herding and cheese-making
- catering hikers and visitors
- self-employed gastronomer

- 02/2013–09/2013 **Employee StudienServiceStelle**
University of Vienna (Department of European and Comparative Literature and Language Studies), Vienna (Austria)
- support in the area of examination and teaching planning as well as the organization of the department, organization and administration of teaching and exam administration
 - information and advice for students in matters of study law
- 02/2012–02/2013 **Teaching Assistant**
University of Vienna (Department of European and Comparative Literature and Language Studies), Vienna (Austria)
- supporting research, teaching and administration (Univ.-Prof. Dr. Christine Ivanovic, Privatdoz. MA)
- 02/2010–06/2010 **German Language Tutor**
Université de Valenciennes et du Hainaut-Cambrésis, Valenciennes (France)
- 09/2006–01/2012 **Sales Assistant in Retail Services**
FLY HIGH - Kites & Juggling, Vienna (Austria)
- 07/2005–08/2006 **Internship**
Tourism Information MondSeeLand, Mondsee (Austria)
- tourist information services and advice
 - full-time traineeship
 - July & August 2005, July & August 2006

EDUCATION AND TRAINING

- 04/2017–Present **Training Course: Supervision, Coaching, Organizational Consulting**
ÖAGG Austrian Association for Group Psychotherapy and Group Dynamics (24 residential seminars, in total 590 learning units à 45min each), Vienna (Austria)
- support of personal development as well as leadership and cooperation competence, organizational development
 - stimulating self-learning processes among individuals, groups, teams and organizations
 - addressing workplace-related issues (case, team, and institutional issues/challenges) with individuals, groups, teams, and organizations/networks
 - mediative and solution-oriented approach to conflicts and crisis
 - method-integrative work (Psychoanalysis, Gestalt Therapy, Psychodrama, Systemic Approach, Method-Integrative Approach)
 - continuous self-reflection, participating in teaching- and learning-supervision
- 11/2012–12/2013 **Training Course: Training for Trainers**
Austrian National Students Union, Austrian Ministry of Science (8 residential seminars, in total 378 learning units à 45min) (Austria)
- group processes: group dynamics
 - leadership skills and competences in facilitating groups: methods and intervention techniques, communication, conflict management
 - designing learning processes, conducting co-trainings
 - supervision
 - evaluation

2005–2013 **Art History, Magistra der Philosophie (Mag.phil.)** EQF level 7
 University of Vienna, Vienna (Austria)
 Thesis "Die Performances der V-Girls (1986-1996): Parodie, Feminismus, Institutionenkritik." (en: "The Performances of the V-Girls (1986-1996): Parody, Feminism, Institutional Critique")

2005–2013 **Comparative Literature Studies**
 University of Vienna, Vienna (Austria)
 Focus: sociology of literature, feminist literature theory, interdependencies between visual arts and literature

01/2010–08/2010 **Erasmus Exchange Semester**
 Université de Valenciennes et du Hainaut-Cambrésis, Valenciennes (France)

02/2004–08/2004 **School Exchange Semester (Australien)**
 Exchange semester at Ballarat High School (AFS Intercultural Programs), Ballarat, VIC (Australia)

1998–2005 **Matura**
 BG XIII Fichtnergasse, Vienna (Austria)
 ■ peer conflict mediation (2003-2005)
 ■ part of the school students representative body

PERSONAL SKILLS

Mother tongue(s) German

Foreign language(s)

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	
English	C2	C2	C2	C2	C2
French	B2	B2	B2	B2	B1
Italian	A2	A2	A1	A1	A1

Levels: A1 and A2: Basic user - B1 and B2: Independent user - C1 and C2: Proficient user
 Common European Framework of Reference for Languages

Communication skills

- team skills, conflict resolution skills
- intercultural communication
- facilitation of large group processes
- adopting level of speech to audience

Organisational / managerial skills

- leadership skills (volunteers and employees)
- management of associations/NGOs/NPOs and volunteers (as a board member and employer)
- process design and facilitation
- networking and advocacy

Job-related skills

- communication (campaigns, media, press)
- profound knowledge of the Austrian political system and European institutions
- profound knowledge of youth policy

- project management and funding administration

Digital skills

SELF-ASSESSMENT				
Information processing	Communication	Content creation	Safety	Problem-solving
Proficient user	Proficient user	Proficient user	Proficient user	Proficient user

Digital skills - Self-assessment grid

Graphics: knowledge and long-term practice with Adobe Photoshop and Adobe Indesign as well as different content management tools.
 Digital tools: knowledge and experience with web-based and digital tools to facilitate participatory large group processes.

ADDITIONAL INFORMATION

Memberships

2018- present: SALTO TOY
<https://www.salto-youth.net/tools/toy/elisabeth-hanzl.4746>

2013- present: Pool of Trainers (Austrian National Student Union)

2017-2019 Pool of Trainers of the European Youth Forum (www.youthforum.org): The Pool of Trainers consists of 15 trainers and facilitators who offer international facilitation and trainings for the European Youth Forum and its 100 member organisations.

Volunteering

2017 - present

Amnesty International Austria (AIÖ): Member of the Board

The AIÖ board is the highest elected voluntary supervisory body of Amnesty in Austria, it consists currently of six members. It is responsible for the decision, monitoring and controlling of the strategic planning, the annual operating priorities and the budget of Amnesty International Austria.

2006 - 2013 Austrian National Union of Students (ÖH)

- organization of first semester tutorials (peer-to-peer coaching)
- project management
- member of the art history students' representative body and the students faculty representation; member of several university committees, commissions and committees (2007-2009)
- policy officer in the ÖH cultural department at the University of Vienna (2009-2010)
- member of the Gender Committee of the faculties of cultural studies at the University of Vienna (2009-2011)
- organization and project management of womyn empowerment projects: scientific writing workshops and graduation coaching (2010-2012)
- design and organization of workshops in the field of knowledge transfer, empowerment and self-organization

2004 - 2009 AFS exchange programs for intercultural learning

Volunteering for "AFS exchange programs for intercultural learning": counselling of exchange students and host families, coordinatino and training of seminars for preparation and follow-up, training and further education of volunteers, school visits and parents information.

- chair of the association "AFS Vienna - Exchange programs for intercultural learning, Vienna Regional Committee" (2006-2008)
- member of the AFS-Austria board (2006-2008)
- organization, project management, group leader and participation in two EU-funded international youth exchanges (Youth in Action Programme) on migration and human rights (Belgium, Finland, Austria, Czech Republic)

- conceptualizing and conducting the training "StopUnderEASTimation" for AFS volunteers, 2009
- exchange project "Strength through Diversity": 3-week study trip to Malaysia followed by 3-week hosting AFS volunteers during their study trip in Vienna (2008)
- member of the nationwide trainer's pool "AutPuT", 2008 & 2009
- conceptualizing and conducting the training "Modul 3 - Intercultural Learning", 2008
- conceptualizing and conducting the multiplication training on European Citizenship Education among Austrian AFS volunteers in 2006
- participation in the Youth in action Training Course "European Citizenship Education", organised by EFIL, 2006

Trainings and Seminars (selection)

Conference "Care Leaving Dialog"

role and tasks: facilitation of the multi-stakeholder conference, preparation/training of participants (care leavers), facilitation of dialogue between youth and politicians / policy makers
hosted by: FICE Austria, DÖJ, BJV
duration: 1 day, 70 pax [Austria, April 2019]

Training "UMF united" - Erasmus+ KA3 project

role and tasks: concept & design, training of young refugees in the context of youth participation, active citizenship and civic engagement
hosted by: asylkoordination Austria
duration: 3 days, 30 pax [Austria, March 2019]

Trainings „Care Leaving Dialog“ - Erasmus+ KA3 project

role and tasks: concept & design of 3 trainings with 45 young Care Leavers in the context of the Structured Dialogue
hosted by: FICE Austria, DÖJ, BJV
duration: 3x 3 days, approx. 15 pax each [Austria, March – November 2018]

Training/Facilitation „Building a more welcoming local community“

role and tasks: concept & design, facilitation and capacity building training for youth workers & youth organizations
hosted by: European Youth Forum (YFJ), European Youth Initiative Fund (EYIF) by UNICEF
duration: 4 days, 22 pax [Belgium, October 2018]

Training "Dialogkultur stärken - Jugendbeteiligung voranbringen"

role and tasks: conceptualization of the training and networking event, facilitation of the training
methods: Art of Hosting, Theory U, theme-centered interaction, non formal learning
hosted by: Deutscher Bundesjugendring, Werkstatt MitWirkung
duration: 2 days, 30 pax [Würzburg/Germany, October 2018]

EU-Conference „Gender Equality & YOU. Young Voices, Joint Initiative“

<http://genderequalityandyou.at>
role and tasks: participatory preparation process (January 2018 - October 2018), conference design development, coordination of the team of facilitators and trainers, conference facilitation
hosted by: Austrian EU Presidency
duration: 2 days, 250 pax [Austria, October 2018]

European Union Youth Conference in Vienna/Austria

role and tasks: contributing to the preparation process, conference facilitation
hosted by: Austrian EU Presidency
duration: 3 days, 200 pax [Austria, September 2018]

Training: Self-organised peer-to-peer Tutoring

role and tasks: conceptualization, facilitation, documentation and supervision/evaluation
hosted by: Austrian Students' Union
duration: 4 days, 20 pax [Austria, September 2018]

Training "Home Away From Home" (www.hafh.eu)

role and tasks: conceptualization, training and capacity building for young people and youth workers working in the field of inclusion/integration with refugees/migrants/asylum seekers, coordination of the trainers team, coordination with the researchers team

duration: 7 days, 25 pax [Croatia, July 2018]

hosted by: KA2 Strategic Partnership "Home Away From Home"

Training: NoHateSpeech Movement

role and tasks: concept, training and facilitation

participants: young people from open youth work projects in Vienna

hosted by: Center of Competence for Open Youth Work in Austria

duration: 2 days, 10 pax [Austria, June 2018]

Workshops: European Youth Event (EYE)

- large group workshop on gender equality

- large group workshop on participatory budgeting

hosted by: European Youth Forum

duration: 0,5 days, 40-60 pax [Strasbourg/France, June 2018]

Seminar "International working group on youth policy and the role of youth work in preventing violent extremism of youth"

role: concept and design, training, facilitating (in a team of four trainers/facilitators)

participants: 25 youth workers, youth policy officers, youth leaders of members states of the Council of Europe

content: training and reflection on youth work and prevention of violent extremism, advocacy meetings with experts and politicians, training on advocacy and youth policy, training on project implementation/dissemination

hosted by: European Confederation of Youth Clubs (www.ecyc.org)

duration: 4-day residential seminar [Belgium, October 2017]

Facilitation "Migration and Human Rights Network"

role: facilitation of the network meetings

participants: representatives of the European Youth Forum (staff, board) and its member organisations (youth delegates), experts

hosted by: European Youth Forum (www.youthforum.org)

content: several network meetings in Vienna and Brussels (2016-2018)

Co-Training "The Art of Dialogue Training"

role: co-trainer (in a team of three trainers/facilitators), responsible for harvesting processes and participation matrix

participants: 24 youth workers, youth policy officers, engaged with the Structured Dialogue

content: youth participation in the context of the Structured Dialogue, promoting dialogue as an attitude towards a participatory culture, analysis of stakeholders, identification of success factors for youth participation

hosted by: Interkulturelles Zentrum - Nationalagentur Erasmus+

duration: 5-day international training course [Austria, March 2017]

Training "Get up, stand up! Human Rights Education against Hate Speech."

role: project steering and coordination, project design, implementation, organization and selection of participants, facilitation and training (in a team of four trainers/facilitators)

participants: 24 youth workers, trainers, multipliers

content: Human Rights, Human Rights Education, non-formal methods for HRE-workshops with young people, exploring the connection between HRE and no-hate-speech activism

funded by: Council of Europe Youth Dep., National Human Rights Training Courses

hosted by: Austrian National Youth Council (www.bjv.at)

duration: 5-day residential training [Vienna/Austria, October-November 2016]

Facilitation/Coordination "Open up! The vital role of youth organisations regarding the inclusion of young refugees."

role: project management and coordination, facilitation, participatory design of the programme (facilitating the process with more than 20 partner organisations)
participants: 20 youth workers and youth representatives of youth organisations
contents: study visits, non-formal learning, simulation games, sharing of best practices, analyses of stakeholders, planning of dissemination activities
hosted by: Austrian National Youth Council (www.bjv.at), Erasmus+ KA2 project
duration: 2x 3-day residential meetings/seminars of the network

Training "Age-based Discrimination: adultism and ageism"

role: concept, design and training/facilitation
participants: university students who are facing discrimination because of age and/or who want to explore the thematic field
content: forms and effects of adultism/ageism, intersectionality, self-reflection and awareness-raising
organised by: Tutoriumsprojekt (Austrian National Union of Students)
duration: 3-day residential seminar [Austria, January 2016]

Workshop "Group - Power - Dynamics"

role: concept, design and training/facilitation
participants: tutors, peer-to-peer coaches
content: group dynamics (experiential learning), theory of group dynamics, power relations within groups
hosted by: Tutoriumsprojekt (Austrian National Union of Students)
duration: 3hrs workshop [Austria, May 2015]

Publications

- 2016 editor, author: "Toolbox Flucht-Asyl-Migration" (BJV, www.bjv.at)
- 2015 editor, author: "Frauenkomitee-Kalender" (BJV)
- 2014 editor: "Handbuch für WorkshopleiterInnen. GewaltFREI leben – Du & Ich. Workshops zur Gewaltprävention mit Kindern und Jugendlichen" (BJV)
- 2012-2014 editorial staff, author, layout "Antisexismus: Perspektiven - Alltagssituationen - Handlungsstrategien" (ÖH, antisexismusbroschuere.wordpress.com)
- 2013 author: "Die Performances der V-Girls (1986-1996): Parodie, Feminismus, Institutionenkritik", Univ. Dipl. Arb.
- 2010-2011 author of several articles in: UNIQUE (Zeitung der Hochschüler_innenschaft an der Universität Wien) and *gezeit* (Zeitung der FV GEWI)

Referenzen/Zertifikate

Upon request:

- certificates of training courses and further education
- diploma certificate
- job references
- support letters