

# LETICIA USANOVICH

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## ABOUT ME

Passionate about collaboration and collective learning, I create experiences for community learning and support where every individual can embrace their vulnerability, establish a connection with others and feel empowered about their knowledge and potential.

Through peer learning, my approach focuses on co-creating processes where everyone feels motivated to participate, learn and take action.

## EDUCATION AND TRAININGS

### BACHELOR'S DEGREE, ECONOMICS

02/2010 – 12/2013 | Curitiba, Brazil  
Universidade Federal do Paraná

### CREATIVE LEARNING | KEEP LEARNING SCHOOL

Course focused on the development of day-to-day creativity to create innovative solutions for everyday problems.

### HUMAN-CENTRED DESIGN | ACUMEN ACADEMY AND IDEO.ORG

Hands-on course focused on human-centred research methods, concept generation, and rapid prototyping of solutions to poverty-related design challenges.

### FACILITATION 2021 | NOW & INSTITUTO NOW

Immersive training for facilitators to improve skills of learning design and facilitation through practice and peer-to-peer learning.

## WORK EXPERIENCE

### HUDDLECRAFT | HOST FELLOW

#### Sept 2022 - Present | Remote | Independent

As part of the Huddlecraft Host Fellowship, I'm hosting the Huddle "Hope: the group project" - a journey to reimagine hope through a collaborative learning experience that empowers individuals to embrace vulnerability, establish connections, and unleash their potential to take action toward a regenerative future. This peer-learning experience fosters the practice of hope as fuel for change on a local and global scale.

### AZES VALBOENSES ASSOCIATION

#### Team Development Lead

#### Jan 2024 - Present | Hybrid | Porto, Portugal | Part-time

Having recently joined the board of directors, I am leading efforts to enhance team dynamics through purposeful team-building initiatives. My focus lies in crafting a team-building journey geared towards fostering genuine connections within the team, aligning individuals with the organisation's purpose, nurturing a sense of belonging, fostering group synergy through effective work processes, and empowering each team member to see their engagement with the organisation as an opportunity for personal growth as well as impact generation.

#### Learning Designer and Facilitator

#### August 2023 | Viseu, Portugal | Contract

Azes Valboenses collaborated with the community of Cabrum Ecovillage to create a work camp project focused on promoting healthy and sustainable lifestyles and democratic participation, integrating the local community with an international group of young participants.

We delivered activities focused on team building and the development of social-emotional skills (such as awareness of privilege and power dynamics, understanding of social identities, mainstream and margins dynamics, and capacity for change-making).

All of the programme was designed and facilitated having peer learning as a core methodology, empowering participants about their own learning process while offering the structure and support that they needed to achieve their development goals.

My role was to create a learning journey that was highly flexible and adaptable according to what was emerging in the group's dynamics and participants' feedback, making sure this iteration was happening in a smooth and consistent way throughout the programme. I also facilitated activities with the team where we documented victories, failures, and learnings to be carried into future projects led by the Association.

### YELLOW VS. BLUE

#### Facilitator and Learning Designer

#### Jan 2023 - June 2023 | Remote | Recurrent Freelancer

As part of the Mental Health Exchange Programme, my role was designing and facilitating sessions using storytelling as a base for reflection and self-awareness that supports participants on their journeys to improve well-being and mental health quality.

I co-facilitated sessions in the Art Therapy Programme for young people from the MENA region, providing a safe space for them to express emotions through art. Together, we built a supportive community where participants could openly share and support each other in overcoming mental health struggles.

### NOW - LEARN. CHANGE. GROW.

#### Learning Designer and Community Facilitator

#### May 2022 - Present | Remote | Independent

I am a key member of NOW's core team, leading strategy stewardship and spearheading the design, development, and facilitation of new programs focused on empowering young people worldwide through capacity building, holistic development, and fostering community engagement.

## Learning Facilitator

Mar 2021 - Jun 2021 | Remote | Contract

I was a learning facilitator for two key programs: one aimed at empowering youth as community changemakers in their own communities, and the other targeted facilitators seeking skill enhancement and networking opportunities. Both programmes had participants from all over South and North America and Europe. In both programs, my role involved offering overall support to participants throughout their learning journeys via biweekly reflection group calls, 1:1 check-ins and ongoing asynchronous communication.

## Human-centred Design Instructor

Mar 2021 - Jun 2021 | Remote | Contract

I designed a 5-week programme using Human-centered Design principles to support participants in the development of their social impact projects. My responsibilities encompassed tailoring the learning journey, curating content and tools to align with participants' learning needs, and providing ongoing assistance to address their design challenges throughout the programme.

## ENDELEZA

### Learning Experiences Designer and Facilitator

Aug 2022 - June 2023 | Remote | Part-time

I led the organisation's team development initiatives, which involved conceptualizing and guiding a process where team members delved into their personal and professional challenges related to their organisational roles. Through this introspection, I supported them in identifying and addressing learning objectives aimed at enhancing collaborative dynamics within the team.

### Organisational Process Facilitator

Apr 2021 - Jul 2022 | Remote | Part-time

I led the implementation of the OKR methodology within the organisation's circles, overseeing content sessions and providing support as teams defined, adjusted, and measured their objectives. Concurrently, I facilitated the strategic overhaul of the organisation, orchestrating meetings to foster dynamic decision-making regarding its future direction.

### Team Development and Fundraising Leader

Mar 2020 - Aug 2021 | Remote | Part-time

During the relaunch of the European branch of the organization, I co-led fundraising initiatives across Europe and oversaw the establishment of a new team. This meant co-leading the development and execution of a team development programme involving individuals from five different nationalities spread across five cities globally.

Additionally, I co-managed a successful crowdfunding campaign, raising funds across 25 countries and significantly impacting 149 families in Kenya during the pandemic.

## INSTITUTO NOW

### Learning Facilitator

Dec 2022 - Mar 2023 | Remote | Contract

I led exchange spaces as part of a learning journey focused on the development of female leadership in the field of technology. The spaces were designed for deepening learning, reflections, support, and promotion of networking among the participants of the training. My role was to foster the creation of an atmosphere where participants could feel safer for sharing, showing vulnerabilities and supporting each other in overcoming their learning challenges.

### Learning Facilitator and Organisational Development Consultant

Mar 2021 - Sep 2021 | Remote | Contract

As a Learning Facilitator, I designed and facilitated experiences focused on the development of socio-emotional skills in different programmes offered by the organisation to their clients. As an Organisational Development Consultant, I designed and implemented internal processes focused on feedback, team development and OKR's management.

## HARAMBEE DESIGN & INNOVATION

### Partner, Human Development Designer and Facilitator

May 2017 - Nov 2020 | Curitiba, Brazil | Full-time

During my time with Harambee, I focused on nurturing the human dimension of the organization's problem-solving framework. This multifaceted role involved crafting a hands-on personal and professional development program rooted in human-centered design methodologies, tailored to address complex social impact challenges. Additionally, I conducted comprehensive assessments to understand the diverse profiles and personalities within the team, laying the foundation for targeted skill-building and collaboration initiatives such as expectation alignment, accountability exercises, and non-violent communication.

Simultaneously, I co-led efforts to foster a more agile and horizontal organizational structure, conducting extensive research and providing support throughout its implementation. Moreover, I cultivated an organizational culture conducive to mindfulness, emotional intelligence exploration, and meaningful interpersonal connections.

## LANGUAGES AND SKILLS

BRAZILIAN PORTUGUESE | Native speaker

ENGLISH | Fluent

SPANISH | Advanced

Youth Training • Hosting • Learning Facilitation • Learning Design • Strategic Process Facilitation • Meeting Facilitation • Intercultural Facilitation • Team Building • Fundraising • Human-centred Design Facilitation • Organisational Process Design