

Martina Stažnik @ Vidya

Expert Experience in Facilitation of Multi-Stakeholder Processes and Policy Dialogues with Art of Hosting approaches

This section presents selected assignments demonstrating extensive experience in facilitating multi-stakeholder dialogues, participatory processes and policy-oriented discussions across European and regional contexts. The work includes collaboration with EU institutions, civil society organisations and public bodies, with a focus on designing and guiding complex processes on sensitive social issues.

Date from - Date to	Location	Company & reference person	Position	Description
March – June 2026	Zagreb	<u>The European Union Agency for Fundamental Rights (FRA)</u> Waltraud.HELLER@fra.europa.eu	Facilitator	Facilitating the national event - Deinstitutionalisation, Violence Prevention and Community-based Support Services Facilitating multi-stakeholder dialogues on sensitive topics with participatory facilitation methodologies. Develop of a facilitation script (World Café), develop harvest templates, design the room setup in line with the envisaged facilitation methods chosen
November 2025 - January 2026 November 2021- January 2022.	Zagreb	<u>The European Commission's Directorates-General for Communications Networks, Content and Technology (CNECT) and for Justice and Consumers (JUST), and the European Union Agency for Fundamental Rights (FRA) and The European Commission Representation in Croatia</u> Waltraud.HELLER@fra.europa.eu	Facilitator	Facilitating the rule of law dialogue workshop in Croatia in 2022 and 2026. Facilitating multi-stakeholder dialogues on sensitive topics with participatory facilitation methodologies. The interactive dialog about findings and recommendations in the 2025 Rule of Law Report - Country Chapter on Croatia - Arf of Hosting, World Cafe and Open Space Technology. Develop of a facilitation script, develop harvest templates, design the room setup in line with the envisaged facilitation methods chosen.

1/2024- till present	Zagreb	<u>SLAGALICA Foundation, Osijek and SOLIDARNA Foundation in Croatia</u> <u>jelena.zloic@zaklada-slagalica.hr</u> <u>aida.ridanovic@solidarna.hr</u>	Facilitator and Mentor	<ul style="list-style-type: none"> • IMPACT4VALUES is a Slovenian-Croatian support program for civil society organizations that promote and protect European values through their activities. The program provides financial and organizational support to smaller organizations so that they can better contribute to the protection, promotion and awareness of EU fundamental rights and values. • Develop of a facilitation script, develop harvest templates, design the room setup in line with the envisaged facilitation methods chosen – World Café and Open Space Technology, co-facilitate/moderate the conference From Vision To Action - Civil Society in Croatia: From Strategy to Survival with participatory facilitation methods in November 2025.
01/2020-06 /2021	Zagreb, Brussels,	<u>European Women's Lobby</u> Joanna Maycock, <u>Joanna.Maycock@womennlobby.org</u>		Support the design and development of the participatory overall process of the development of the next Strategic framework with the Secretary General of the EWL with Art of Hosting Methodology
02-03/2018 2months	Budva, Montenegro	<u>TRAG Foundation</u> <u>Sandra Ljubinkovic,</u> <u>sandra.ljubinkovic@gmail.com</u>	Facilitator	Design and facilitation of the retreat – selfcare and wellbeing for human right women activist act defenders from Serbia, BiH, Montenegro and Kosovo Art of Hosting&Art Therapy
2016 - 2017	FRY Macedonia, Belgium, BiH, Serbia	<u>European Commission</u> <u>SIPU International AB</u> <u>TACSO - P2P</u> NeslihanOzgunes, P2P Manager, <u>neslihan.ozgunes@tacso.org</u> <u>TACSO, ZoricaRasković</u> <u>zorica.raskovic@tacso.org</u>	Senior Short Term Expert – Lead Facilitator	<p>Need assessment, tailor made process design and facilitation of the <i>Leadership Workshop for Rights-Based CSOs</i> from the Western Balkans and Turkey, human rights activist retreat on «Leadership for Turbulent Times» 02– 04/ 2017Mavrovo, FRY Macedonia</p> <p>To assist in process designing and facilitation People to People Event Climate Change: “<i>Burning Issues, Solutions and Next Steps</i>” 09/ 2016Brussels , Belgium</p> <p>To assist in process designing and facilitation People to People Event “<i>Communication and Cooperation for Migrants Human Rights</i>” 03-04 /2016, Gevgelia, Macedonia</p> <p>To assist in process designing and facilitation People the People Event “<i>Transparent Allocation of Public Funds – EU good practices and Models</i>”, 01–03/ 2016, Jahorina, BiH</p> <p>Process design and facilitation of the World Cafe session in scope of the P2P conference „<i>Civil Society and Beyond: A Joint Dialogue on the European Path</i>“ ,EMI Serbia Congress 02-03/ 2016, Belgrade, Serbia</p>

				<p>Process design and facilitation of the OST (Open space technology) event, „<i>Dialog today - civil society and possibility for action and impact on decision making processes in Serbia</i>“ 06/ 2017, Belgrade, Serbia</p> <p>Process design and facilitation of the People to People Event „<i>Fundamental Rights, Public policy and practice - EU standards</i>“ 12/ 2016, Belgrade, Serbia</p>
09/2016 – 04/ 2017 8 months	Zagreb, Croatia	<p><u>Government Office for Cooperation with NGOs in Croatia</u> <u>VesnaLendicKasalo</u> vesna.lendickasalo@udruga.vlada.hr</p>	Consultant Facilitator	<p>Expert support to the <i>Office in development of process design and facilitation of National Strategy for Development of Civil Society 2017 – 2021</i>.</p> <ul style="list-style-type: none"> • Coaching and mentoring Office team in application of Art of Hosting practices • Support in development of an policy strategy approach • Curricula development and tailor-made design of workshops which included methods of experiential learning for public companies and local and regional government about legislation related to donations and sponsorships for nonprofit associations. Coaching and development of internal trainers team <p>Curricula development and tailor-made design of workshops which included methods of adult learning, for motivation and informing potential applicants on topics of common history and the development of active European citizenship for The Government Office for Cooperation with NGOs - coordinator of the Programme and functions as „Europe for Citizens Contact Point“. Coaching and development of internal trainers team</p>
2009 - 2016	Croatia	<p><u>Friedrich Ebert Stiftung</u> <u>BlankaSmoljan,</u> blanka.smoljan@fes.hr</p> <p><u>TijanaDefar,</u> tijana.defar@fes.hr</p> <p><u>Social Democratic Party</u> <u>Karolina Leaković,</u> karolina.leakovic@sdp.hr</p>	Facilitator	<p>Process design and facilitation of the various conferences and workshops:</p> <p>„Youth in Croatia and migrations: using World Café. 04/2016, Split</p> <p>„Waste Management in Croatia: Where we are today and what next?“ using Open Space Technology for Association of Cities in Republic of Croatia“ 06-07/2015, Zagreb</p> <p>Open Space Technology Workshop related to youth participation within local government and local policy development. 11/2010, Zagreb</p> <p>Open Space Technology Workshop related to development of youth centre in Vukovar with local government representative, youth organizations, students and schools. 01/2010</p> <p>World Cafe Workshop for the Women’s Forum of Social Democratic Party, May 2011, Zagreb,</p> <p>Open Space Technology Workshops for the Women’s Forum of Social Democratic Party, October 2009, December 2010, Zagreb,</p> <p>Provision of training and facilitation services to The Union of Autonomous Trade Unions of Croatia. 10/ 2011</p>

				Capacity building program for Youth Section he Union of Autonomous Trade Unions in the field of organizational management and communication. 06/ 2011
01–06/2015	Sarajevo, Mostar, Banja Luka, BiH	<u>Foundation Dokukino GoranZarić.</u> zarić@dokukino.org	Senior Short Term Expert Consultant	Design and facilitation of three regional forums using Open Space Technology in scope of the project "Dialogue for the Future: The promotion of coexistence and diversity in Bosnia and Herzegovina", which is jointly implemented by UN agencies UNESCO, UNICEF and UNDP.
2012 - 2014	Croatia	<u>Government Office for Cooperation with NGOs in Croatia</u> <u>Marta Rajević.</u> marta.rajevic@uzuvrh.hr	Senior Short Term Expert Facilitator	STE provided assistance for the conference Regional Forum Europe for Citizens 2014 in: Developing process design using Open Space Technology; Preparing information materials on OST, workshop materials; workshop space in situ, delivering 2 days of workshop; providing adequate facilitation of workshops, Zagreb, September – December 2014 STE provided assistance for the conference Regional Forum Europe for Citizens 2012 in: Developing process design using Open Space Technology ; Preparing information materials on OST, workshop materials; workshop space in situ, delivering 2 days of workshop; providing adequate facilitation of workshops Varaždin, October-December 2012
09/2014	Zagreb, Croatia	<u>The University of Zagreb, Center for the Advancement of teacher competence CeZaN</u>	Facilitator	Process design and facilitation of Open Space and World Café workshops in scope of the conference Teachers' Day in Zagreb University
03/2014	MarijaBistrica, Croatia	<u>Foundation “Kultura Nova”, DeaVidovic.</u> director.dea.vidovic@kulturanova.hr	Facilitator	Process design and facilitation of conference using Open Space Technology, Word Café and Appreciative Inquiry for Collaborative Platforms Meeting (networks of organizations of civil society in areas of contemporary arts and culture) supported by Foundation “Kultura Nova”
2014 - 2015	Sarajevo, Banja Luka, BiH	<u>European Commission SICI DOMINUS</u> <u>AsunRódenas.</u> lote7@sicidominus.com	Open Space Technology Lead Expert	Support to participation of Bosnia and Herzegovina in the Europe for Citizens programme Developing process design for two conferences Regional Partnerships Forums using Open Space Technology ; Preparing information materials on OST, workshop materials; workshop space in situ, delivering 2 days of workshop; providing adequate facilitation of workshops, preparing final report in English
01 – 02/2014 2months	Beograd, Serbia	<u>Office for Cooperation with Civil Society, Government of the Republic of Serbia</u> <u>IvanaČirković, Director.</u>	Senior Short Term Expert Facilitator	STE provided assistance for the process design and facilitation National conference : “The Vision, Mission – Creating the first National Strategy for Enabling Environment for the Development of Civil Society”

		ivana.cirkovic@civilnodrustvo.gov.rs		Developing process design using Open Space Technology ; Preparing information materials on OST, OST working materials; OST space in situ, delivering 2 days of conference; providing adequate facilitation of OST conference
2012 - 2013	Zagreb, Croatia	<u>Vidya savjetovanje d.o.o</u>	Host/Facilitator	<p>Co-designing and delivering international training Art of Hosting Meaningful Conversations, which enables a different size groups of participants from different backgrounds to learn how to co-create sustainable solutions for their complex issues, combining Open Space Technology, World Café and Appreciative Inquiry into powerful large-group meetings. August -October 2013</p> <p>Co-designing and delivering international training Art of Hosting Meaningful Conversations with international trainers team, which enables a large group of participants (more then 30) from different backgrounds to learn how to co-create sustainable solutions for their complex issues, combining Open Space Technology, World Café and Appreciative Inquiry into powerful large-group meetings. May 2012</p> <p>Training for Open Space Technology Training Facilitators -Development of the training design, workshop materials and training of the participants. February 2012</p>

2011 - 2013	<p>Sarajevo, BiH</p> <p>Istanbul, Turkey</p>	<p>European Commission SIPU International AB</p> <p><u>TACSO- BiH Office</u> Slavica Drašković draskovic@tasco.hr</p> <p><u>TACSO- Regional Office</u> <u>Zelah Senior</u>, zelah.senior@tasco.hr</p> <p><u>TACSO- BiH Office</u> <u>Jasenska Perović</u>, jasenska.perovic@tasco.hr</p> <p><u>TACSO- Croatia Office</u> <u>Aida Bagić</u>, aida.bagic@tasco.hr</p>	Senior Short Term Expert – Facilitator	<p>Process design and assisting in both delivering facilitation and reporting of the conference “Keeping up the momentum with important processes for civil society in Bosnia and Herzegovina and WB and Turkey - Open Forum for Dialogue” December 2012/ February 2013</p> <p>Providing consultancy services to CSOs networks from Bosnia and Herzegovina in order to: implement their joint actions successfully and increase accountability of the network members towards own membership constituencies’ empowerment and their mobilization for policy dialogue.:</p> <ol style="list-style-type: none"> Assisting TACSO team in assessing inputs of the CSOs networks needed for the successful implementation of the joint planning event of the network; Assisting TACSO team in designing and assisting in both designing and delivering facilitation of the events of joint planning implemented by CSOs networks. development of the methodology using participatory AoH practices (World Cafe, Appreciative Inquiry and Open Space Technology) and facilitation for implementing strategic dialogue of Network for Building Peace and Women’s Groups in Bosnia and Herzegovina. December 2012/ February 2013, Sarajevo <p>“Senior STE: Lead Facilitator at International Social Entrepreneurship Conference”. February/March 2012, Istanbul</p> <ol style="list-style-type: none"> development of the methodology for implementing the eight World Café workshops in cooperation with TACSO staff briefing and managing the assistant facilitators preparation of all the materials that are needed to implement the workshops
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				<p>d. leading the process of implementing the workshops</p> <p>Facilitation services in relation to the Regional CSO Networks in the IPA Countries Conference (Sarajevo, 12 - 14 December 2011):</p> <p>a) Facilitating conference working groups based on World Café methodology (participants' discussion on various aspects of Regional CSO Networks' intervention possibilities and capacity requirements in order to respond to the possibilities) ;</p> <p>b) Devising recommendations on further national and regional Action Points for the Regional CSO Networks in the IPA Countries</p> <p>Provision of facilitation services in scope of the NGO Days 2011, May, Pula The intention were for all participants of NGO Days 2011 to be actively involved in this work using Open Space Technology method, which facilitate articulation of their vision of civil society in Croatia in the next five years and thus contribute to the first draft text of the new National Strategy and Action Plan.</p> <p>a) Designing two-day workshops taking place at NGO Days 2011 – developing plan of the implementation and preparing information materials on Open Space Technology,</p> <p>b) Completing work space arrangements for workshop in situ,</p> <p>c) Facilitation of the two-day workshops for approx. 140 participants,</p> <p>d) Preparing workshop materials in Croatian language.</p> <p>STE to provide assistance to the TACSO Office Croatia in the following: Developing final design of the Civil Society Transformations Conference; Preparing information materials for interactive discussions in World Café format); Facilitating interactive discussions ; Preparing final report in English. February/May 2013, Zagreb, Croatia</p>
09/2010	Sarajevo, Bosnia & Herzegovina	<u>Mennonite Central Committee (MCC Southeast Europe), Sarajevo</u> <u>Randy Puljek-Shank</u> mccrep@seeurope.mcc.org	Facilitator	<p>Facilitation of two day conference “Increasing effectiveness of peace work in our societies” of MCC partners from BiH, Kosovo, Croatia and Serbia.</p> <p>Development of conference agenda and objectives in line with methodology Art of Hosting meaningful conversation and facilitation of the process. Used practices: Open Space Technology, Appreciative Inquiry, Storytelling, Circle Practice.</p>