

Curriculum vitae

Family name: Shashoua
First names: Stephen
Nationality: British and Canadian
Residence: Lisbon, Portugal

Learning and organisational development consultant with 20+ years' experience designing behavioural learning programmes, leadership development initiatives and organisational capacity-building projects for multinational organisations, foundations and governments.

Core Competencies

- Learning & Leadership Development
- Facilitation, Moderation & Dialogue Processes
- Learning Design & Facilitation
- Programme Design, Delivery & Strategy
- Leadership Development & Capacity Building
- Storytelling & Experiential Learning (CERITA)
- Client Partnership & Stakeholder Engagement
- Learning, Reflection & Adaptive Practice (MEL)
- Organisational Development & Change

Professional experience record

02/17–Present **Caravanserai Collective, Singapore** ceritacaravan.org
Co-Founder and Chief Programs Officer

Lead the design and delivery of international learning and organisational development programmes. Co-developed CERITA, an experiential learning methodology integrating storytelling, dialogue and participatory practice.

- Design and lead multi-country learning and capacity-building programmes for NGOs, foundations, corporations and international organisations.
- Develop bespoke learning journeys responding to organisational priorities and participant needs.
- Facilitate leadership development, storytelling and dialogue processes in-person and online.
- Lead programme design and quality assurance across international consulting engagements.

Selected Clients: Google, Meta, Apple Developer Academy, Temasek Foundation, The Asia Foundation, KAICIID, US Agency for Global Media.

04/23–Present **The InterArt Forum, New York, USA** interartforum.org
Consultant

Lead organisational strategy, programme development and stakeholder engagement for an international arts non-profit, designing public learning and audience engagement initiatives.

01/19–12/20 **The Pointline Foundation, London, UK**
Interim Director (Consultancy)

Led the establishment of a UK charitable foundation, developing organisational strategy, governance, grantmaking processes and operational systems.

02/16–09/18 Plan C – Culture & Cohesion, Amsterdam, Netherlands
Founder/Director (own Consultancy)

Independent consultancy specialising in organisational development, learning design, facilitation and capacity building.

Selected Clients: Arigatou International, Aziz Foundation, British Council USA, European Cultural Foundation, Google, Islamic Society of Britain, KAICIID, Nieuw Wij (Amsterdam), Rising Peace Forum, US State Department, VU University (Amsterdam), Yale University

**02/07-07/15 3FF (Three Faiths Forum, now The Faith & Belief Forum), London, UK
Director/CEO**

Led an award-winning education and leadership organisation, growing staff from 2 to 18 and annual income from £70k to £950k while expanding programmes internationally.

Key Achievements:

- Grew strategic partnerships with universities, government and international organisations.
- Expanded programmes internationally across Europe, the Middle East and North America.
- Led leadership development, facilitation and organisational learning initiatives.
- Developed monitoring, evaluation and learning systems.
- Represented the organisation with senior policymakers and international partners.

**09/04-02/07 3FF (Three Faiths Forum)
Programme Director/Head of Youth Department**

Key Achievements:

- Designed and managed educational programmes and national events.
- Worked with HM Marshal of the Diplomatic Corps on Ambassadors Forums
- Strengthened working relations with politicians and government departments in the UK and internationally
- Managed various events and conferences

Education:

Yale University, USA 08/15 – 12/15	World Fellow at the Yale Jackson Institute for Global Affairs
Columbia Business School, New York, USA & ESSEC, Paris, France 08/10 & 12/10	Ariane de Rothschild Fellow (Executive Education for Social Entrepreneurship post-graduate certificate)
Westminster Kingsway, London, UK 04/04-09/04	CELTA Teach English as a Foreign Language
Concordia University, Montreal, Canada 09/95-08/98	Bachelor of Arts - Major- English Literature/ Minor- Anthropology

SELECT NON-EXECUTIVE ROLES & RELEVANT CERTIFICATIONS

- 2024 Theatre of the Oppressed Qualification programme by Kuringa, Berlin
- 2020 Member of the IF20 Educational Working Group attached to G20
- 2019 Working Group Member, Learning to Live Together - Arigatou International
- 2017 Associate Fellow, The Habibie Center, Jakarta, Indonesia
- 2016 KAICIID International Fellow, Vienna, Austria
- 2014 Visiting Research Fellow at Faiths and Civil Society Unit - Goldsmiths University

Language skills: (1 – excellent; 5 – basic)

<i>Language</i>	<i>Reading</i>	<i>Speaking</i>	<i>Writing</i>
English	1	1	1
French	2	2	3
Spanish	4	4	4
Portuguese	3	4	4