

REDOINE KHLIFATE

INTERNATIONAL CONSULTANT

LEADERSHIP, STRATEGIC COMMUNICATION & INSTITUTIONAL CAPACITY DEVELOPMENT

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PROFESSIONAL PROFILE

International consultant and capacity development specialist with 20+ years of experience in education and 10+ years of international training and facilitation. Specialized in leadership development, strategic and institutional communication, organizational change, and institutional capacity development. Experienced in assessing institutional and learner needs, designing tailored curricula and learning programmes from the ground up, and managing the full capacity-development cycle - from diagnosis and programme design to delivery, evaluation, reporting and follow-up. Has delivered learning and capacity-building activities for public-sector stakeholders, civil society actors, educators, youth workers, young people, university personnel and private-sector teams. Creator of the Centaur Leader 4.0™ Framework and Leadership Communication 4.0™ approach.

PROFESSIONAL SNAPSHOT

20+ YEARS IN EDUCATION	10+ YEARS OF INTERNATIONAL TRAINING	FULL CYCLE NEEDS ASSESSMENT TO EVALUATION
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CORE AREAS OF EXPERTISE

LEADERSHIP & ORGANIZATIONAL DEVELOPMENT

Leadership development; adaptive leadership in VUCA environments; team leadership; decision-making; organizational change.

STRATEGIC & INSTITUTIONAL COMMUNICATION

Strategic and internal communication; leadership communication; stakeholder engagement; communication for change; public speaking.

INSTITUTIONAL CAPACITY DEVELOPMENT

Institutional needs assessment; capacity-development strategy; Training of Trainers (ToT); adult learning; non-formal education.

CURRICULUM DESIGN, EVALUATION & REPORTING

Curriculum and module design; learning objectives; facilitation plans; assessment tools; training evaluation; reporting and follow-up.

CAPACITY DEVELOPMENT METHODOLOGY

Needs assessment through stakeholder consultations, interviews, questionnaires and organizational analysis; translation of findings into learning objectives and competency outcomes; design of customized curricula, modules and participatory activities; delivery and facilitation; pre- and post-training assessment, participant feedback and observation of practical performance; post-training reporting, institutional recommendations and follow-up.

ORIGINAL FRAMEWORKS

- **Centaur Leader 4.0™ Framework:** An original leadership framework integrating human judgment, hybrid intelligence, communication and decision-making in complex environments.
- **Leadership Communication 4.0™:** A communication approach addressing leadership presence, credibility, influence, sensemaking and institutional communication.

SELECTED INSTITUTIONAL & CONSULTING ASSIGNMENTS

Trainer : Open Government, SDGs & Institutional Capacity Building

National Democratic Institute (NDI), United States | Morocco | 2022–2024

Delivered training and capacity-building activities within NDI-organized programmes. Delivered Training of Trainers (ToT) for civil society actors engaged in Morocco's Open Government programme, and SDG-related training involving government ministry stakeholders. Facilitated activities in the Souss-Massa and Béni Mellal-Khénifra regions for elected regional representatives, civil society organizations, and consultative bodies concerned with equity, equal opportunities, the gender approach and regional economic affairs.

Trainer :Training of Trainers & Communication Skills

Agence de Développement Social (ADS), Casablanca-Settat Region | Morocco | 2024

Delivered a capacity-building assignment organized by ADS for personnel of Entraide Nationale. Facilitated Training of Trainers sessions and professional communication skills training, using structured learning activities and practical exercises.

Leadership Development - Leadership 4.0: Clarity, Agility & Impact

Marjane Tétouan | Tétouan, Morocco | 2024 and 2025

Designed and facilitated immersive, participatory workshops for team leaders and managers. Guided participants in co-creating a "Customer 4.0" profile tailored to the Marjane business context and developing a contextualized "Leader 4.0" roadmap through experiential and collaborative activities.

Strategic Training - Leadership Communication 4.0 in a VUCA World

Faculty of Sciences, Abdelmalek Essaâdi University | Tétouan, Morocco | 2026 | Two days

Delivered a two-day strategic programme for administrative managers and university faculty members. Topics included Communication 1.0 versus 4.0, VUCA leadership, the Titanic Syndrome and success trap, leadership presence, credibility and influence, written leadership communication, professional emails, meetings 4.0 and institutional communication. Facilitated interactive discussion and collective reflection on leadership challenges in higher education.

Executive Leadership Experience - The Centaur Leader 4.0™

AOS Amendis Tétouan | Club Inara, Tétouan, Morocco | 11 June 2026

At the invitation of AOS Amendis, designed and facilitated an immersive executive leadership experience for leaders, managers and decision-makers: "The Centaur Leader 4.0™: Communicate, Decide and Mobilize in a VUCA World." Applied the original framework to adaptive leadership, decision-making, strategic communication, organizational mobilization, human judgment and the integration of technological capabilities.

INTERNATIONAL TRAINING & CAPACITY DEVELOPMENT

Since 2013, delivered and facilitated international programmes for educators, teachers, youth workers, young people, civil society representatives and institutional stakeholders across Europe, the Middle East and North Africa, including Erasmus+ learning contexts. Selected 2025 assignments:

- Neuroscience, Neurodiversity & Neurodidactics - Athens, Greece | 10 -14 March 2025.
- New Technologies, Virtual Reality & AI in Education - Budapest, Hungary | 17-21 March 2025.
- AI-Powered Pedagogy - Paris, France | 16- 21 June 2025.
- Eco-Friendly Classroom in the Digital Age - Madeira, Portugal | 2025.

PROFESSIONAL EXPERIENCE

2013-Present	Independent International Trainer & Capacity Development Consultant International programme design and delivery; needs assessment; curriculum design; facilitation and evaluation.
2020-Present	Training & Development Manager - Global Skills Training Centre (GSTC) Training programme development, customized learning solutions, trainer coordination, curricula and methodology development.

2017-2023	Soft Skills Lecturer - Abdelmalek Essaâdi University Tétouan Taught soft skills, professional communication and public speaking to Master's students.
2004–Present	Teacher - Ministry of National Education, Morocco Teaching, mentoring and educational support.

■ EDUCATION & LANGUAGES

- Master's studies in Administrative Law and Public Policies | Currently enrolled, second year, Abdelmalek Essaâdi University
- BA English Studies (2017) - Abdelmalek Essaâdi University
- BA Public Law (2011) - Hassan II University
- BA Islamic Studies (2007) - Hassan II University

Languages: Arabic (Native) | English (Fluent) | French (Fluent) | Spanish (Intermediate)

Professional references and supporting documentation available upon request.