

Curriculum Vitae



Name STENSGAARD, Lars Lyhne

Details Address: Bringebakken 58, 3500 Vaerloese, Denmark

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Specialisation Capacity building, training management and evaluation

Nationality Danish

Year of Birth 1959

Civil Status Married

Children under 18 None

Education MSC Biology, University of Copenhagen, Denmark, 1988

Bachelor of Education, Copenhagen Teacher Training College 2002

Years with the Firm Independent consultant since October 2012

Key skills and expertise Mr Stensgaard has designed and implemented capacity development processes and managed training courses and workshops both for civil society and public service staff. He has extensive experience with course management of Danida Fellowship Courses for participants from Danidas programme countries in Africa, Asia and South America. Mr Stensgaard has proven record in development, implementation, administration and reporting of projects and has good communication, multi-cultural and negotiating skills in relation to project management. Furthermore, he has experience with evaluation of organisations and training actions activities.

Key words Capacity building, competence development, organisational development, project management, monitoring and evaluation, facilitation, teaching, adult learning, participatory approaches, curriculum development, primary and secondary education, vocational education, intercultural competence, course management, international development, nature restoration projects, environmental education, production of teaching and learning materials, anti-corruption, gender, financial management, governance, private sector development, civil society, public sector.

IT skills Super user in most desktop software applications (word processing, spreadsheet, database, PowerPoint). Basic web editing skills and HTML knowledge. Development of websites and course portals. User of Moodle - Learning Management System.

Language	Speaking	Reading	Writing
Danish	Mother tongue	Mother tongue	Mother tongue
English	Excellent	Excellent	Excellent
Swedish	Good	Good	Good
German	Good	Good	Basic

Employment record

Period	Employer	Position
November 2013	Independent consultant	Owner
July 2007-October 2012	COWI A/S, Denmark	Consultant
April 2006- July 2007	Copenhagen Development Consultants, Intsika Project, South Africa	Freelance Consultant
Aug. 2002 - June 2007	Oelstykke Municipality, Sten-gaardsskolen, Denmark	Teacher
May 2002 - July 2003	COWI, Danida Fellowship Courses, Denmark	Freelance facilitator
Oct. 2001 - June 2002	Ministry of Environment, The National Forest and Nature Agency, Denmark	Biologist
Oct. 2000 - June 2001	AMU International, Denmark	Consultant
April 1997 - May 1999	Ibis/DANCED, Learning for Sustainability Project, South Africa	Educational Advisor
Jan. 1994 - Mar. 1997	Ibis/Danida, Life Science Project, Namibia	In-service Trainer
Aug. 1989 - July 1993	Helsing Gymnasium, Denmark	Biology Teacher (grade 10-12)

- Countries of Work Experience** Worked in: South Africa, Namibia, Uganda, Ghana, Ukraine, Sweden.
- Course manager in Denmark within the Danida Fellowship Programme for participants from Danida's programme countries, mainly from: Afghanistan, Bangladesh, Bhutan, Bolivia, China, Egypt, Ghana, Kenya, Mozambique, Nepal, Tanzania, Vietnam, Uganda, Zambia.
- Assignments**
- Denmark, Facilitator, Municipality of Copenhagen**
Design of competence development process for a pilot implementation of equality principles in ten public service institutions in Copenhagen. Total input 2 weeks.
Keywords: Competence development, organisational development, equality.
- Denmark, Evaluator, Vaekstforum, COWI 2012**
Evaluation of CTIF - Global program for wireless and mobile innovation. Collaboration between University of Aalborg and the private sector. Total input 7 days.
Keywords: Evaluation, regional development, university and private sector collaboration.
- Ukraine, Facilitator, SIDA, COWI 2012.**
Facilitation of a Financial Management Seminar for Ukrainian NGOs. Total input 5 days.
Keywords: NGO-organisational development, strategy development, human resource development.
- Denmark, Facilitator, Danida Fellowship Centre, COWI, 2012.**
Course for SMEs within production. Responsible for facilitating the following modules: Introductions and Learning Approaches; Coaching for Individual Assignments. Total input: 1 week.
Keywords: Private sector development, facilitation, website development.
- Denmark, Course Manager, Danida Fellowship Courses, COWI, 2011:**
Gender Mainstreaming Course. Responsible for facilitating the following modules: Action planning and LFA, Danish culture, education and intercultural communication. Total in-put: 4 weeks.
Keywords: Gender equality, course management, website development, knowledge management, facilitation, Logical Framework Approach.
- Denmark, Course Manager, Danida Fellowship Courses, COWI, 2011.**
Financial Management and Good Governance Course II. Facilitation of the following modules: Learning approaches and team building, Action Planning, Human Resource Development. Presentation skills, Coaching for Individual Assignments. Total input 5 weeks.
Keywords: Financial Management, Good Governance, course management, website development, knowledge management, facilitation, Logical Framework Approach, Capacity development, Human Resource Development.
- Ukraine, Facilitator, Danida. COWI 2011.**

Presentations during two Anti Corruption Seminars for the public service in Ukraine. Total input 8 days.

Keywords: Public sector development, anti corruption.

Ukraine, Facilitator, SIDA. COWI 2011.

Facilitation of an Anti Corruption Seminar for Ukrainian NGOs. Total input 5 days.

Keywords: NGO-organisational development, strategy development, anti corruption.

Denmark, Facilitator, Danida. COWI 2011

Facilitation of a module in project management for a group of managers from "Packages" - a waste management company in Pakistan. Total input 2 days.

Keywords: Waste management, project management.

South Africa, Evaluator. SIDA. COWI 2011.

Evaluation of three peace and conflict resolution institutions in South Africa: ACCORD, SAIIA and CCR. Total input 3 weeks.

Keywords: Evaluation, civil society, conflict resolution.

Denmark, Course Manager, Danida Fellowship Centre, COWI, 2011. Social Mobilisation course for representatives of Integrated Water Resource Management Zambia. Facilitation of the following modules: Learning approaches and team building, Action Planning, Logical Framework Approach, Human Resource Development, Training management, Conflict management Total input 6 weeks.

Keywords: Course development and management, Water Resource Management, competence development, facilitation, strategy development.

Denmark, Facilitator, Danida Fellowship Centre, COWI, 2011.

Course for SMEs within production. Responsible for facilitating the following module: Introductions and Learning Approaches; Total input: 3 days.

Keywords: Private sector development, facilitation, website development.

Denmark, Course Manager, Danida Fellowship Courses, COWI, 2011.

Financial Management and Good Governance Course I. Facilitation of the following modules: Learning approaches and team building, Action Planning, Human Resource Development. Presentation skills, Coaching for Individual Assignments. Total input 5 weeks.

Keywords: Financial Management, Good Governance, course management, facilitation, Logical Framework Approach, Capacity development, Human Resource Development.

Denmark, Facilitator, Danida Fellowship Centre, COWI, 2011.

Course for Export oriented SMEs. Responsible for facilitating the following module: Introductions and Learning Approaches; Total input: 3 days.

Keywords: Private sector development, facilitation.

European Countries, Evaluator, Train4Dev/Lux development, COWI 2011. Evaluation of the Joint Donors' Competence Development Network, Total Input 4 weeks.

Keywords: Evaluation, international development aid, network development, international training programmes.

European Countries, Evaluator, MfDR (Train4Dev)/GIZ, COWI 2011. Impact Assessment on training on Management for Development Results, Total Input 2 weeks.

Keywords: Evaluation, international development aid, network development, international training programmes.

Denmark, Course Manager, Danida Fellowship Courses, COWI, 2010. Financial Management and Good Governance Course II. Facilitation of the following modules: Learning approaches and team building, Action Planning, Human Resource Development. Presentation skills, Coaching for Individual Assignments. Total input 6 weeks.

Keywords: Financial Management, Good Governance, course management, facilitation, Logical Framework Approach, Capacity development, Human Resource Development.

Denmark, Facilitator, Danida Fellowship Centre, COWI, 2010. Course for SMEs within production. Responsible for facilitating the following module: Introductions and Learning Approaches; Total input: 3 days.

Keywords: Private sector development, facilitation, website development.

Denmark, Course Manager, Danida Fellowship Courses, COWI, 2010. Anti-Corruption/Curbing Corruption Course. Course Manager. Facilitation of the following modules: Learning approaches and team building, Action Planning and LFA, Human Resource Development. Coaching for Individual Assignments. Total input: 4 weeks.

Keywords: Anti corruption, course management, website development, knowledge management, facilitation, Logical Framework Approach.

Uganda, Facilitator, Uganda Anti Corruption Commission. COWI 2010 Facilitation of Anti Corruption Strategy Workshop in Kampala, Uganda. Total input 7 days.

Keywords: Strategy development, anti corruption, workshop facilitation.

Denmark, Facilitator, Danida Fellowship Centre, COWI, 2010. Course for Export oriented SMEs. Responsible for facilitating the following module: Introductions and Learning Approaches; Total input: 3 days.

Keywords: Private sector development, facilitation.

Denmark, Organiser, IWRM Zambia, COWI 2010.

Study tour organiser for a study tour for representatives of Integrated Water Resource Management Zambia. Total input 14 days.

Keywords: Course development and management, Water Resource Management, competence development, facilitation, strategy development.

Denmark, Evaluator, Metropol University College, COWI, 2010:

Evaluation of the education: Bachelor's Degree in Global Nutrition and Health. Total input 5 days.

Keywords: Evaluation, higher education programme, nutrition and health.

Denmark, Course Manager, Danida Fellowship Courses, COWI, 2010.

Financial Management and Good Governance Course I. Facilitation of the following modules: Learning approaches and team building, Action Planning, Human Resource Development. Presentation skills, Coaching for Individual Assignments. Total input 6 weeks.

Keywords: Financial Management, Good Governance, course management, facilitation, Logical Framework Approach, Capacity development, Human Resource Development.

Denmark, Course Manager, Danida Fellowship Courses, COWI, 2010:

Gender Mainstreaming - tailor made course for participants from Bhutan. Responsible for facilitating the following modules: Action planning and LFA, Danish culture, education and intercultural communication. Total in-put: 4 weeks.

Keywords: Gender equality, course management, website development, knowledge management, facilitation, Logical Framework Approach.

Denmark, Course Manager, Danida Fellowship Courses, COWI, 2010:

Gender Mainstreaming Course. Responsible for facilitating the following modules: Action planning and LFA, Danish culture, education and intercultural communication. Total in-put: 4 weeks.

Keywords: Gender equality, course management, website development, knowledge management, facilitation, Logical Framework Approach.

Denmark, Study Tour Organiser, EU/EPOS - Social Reform Cooperation Project, COWI, 2009.

Responsible for organising a social security study tour for 12 civil servants from 5 provinces in China. Total input 2 weeks.

Keywords: Course development and management, social security, competence development, facilitation, strategy development.

Denmark, Course Manager, Danida Fellowship Courses, COWI, 2009.

Transversalidad de Genero (Gender Mainstreaming for participants from Spanish speaking countries). Total in-put: 3 weeks.

Keywords: Gender equality, course management, website development.

Denmark, Course Manager, Danida Fellowship Courses, COWI, 2009.

Anti-Corruption/Curbing Corruption Study Tour for JLOS Uganda. Course Manager. Facilitation of the following modules: Learning approaches and team building, Action Planning and LFA, Human Resource Development. Coaching for strategy development. Total input: 4 weeks.

Keywords: Anti corruption, course management, website development, knowledge management, facilitation, Logical Framework Approach.

Denmark, Course Manager, Danida Fellowship Courses, COWI, 2009.

Anti-Corruption/Curbing Corruption Course II. Course Manager. Facilitation of the following modules: Learning approaches and team building, Action Planning and LFA, Human Resource Development. Coaching for strategy development. Total input: 4 weeks.

Keywords: Anti corruption, course management, website development, knowledge management, facilitation, Logical Framework Approach.

Denmark, Course Manager, Danida Fellowship Courses, COWI, 2009.

Anti-Corruption/Curbing Corruption Course I. Course Manager. Facilitation of the following modules: Learning approaches and team building, Action Planning and LFA, Human Resource Development. Coaching for strategy development. Total input: 4 weeks.

Keywords: Anti corruption, course management, website development, knowledge management, facilitation, Logical Framework Approach.

Denmark, Facilitator, Danida Fellowship Centre, COWI, 2009.

Course for SMEs within production. Responsible for facilitating the following module: Introductions and Learning Approaches; Total input: 3 days.

Keywords: Private sector development, facilitation, website development.

Denmark, Facilitator and assistant manager, Danida Fellowship Courses, COWI, 2009.

Gender Mainstreaming Course. Responsible for facilitating the following modules: Action planning and LFA. Total input: 3 weeks.

Keywords: Gender equality, course management, website development, knowledge management, facilitation, Logical Framework Approach.

Denmark, Facilitator, Public Health Copenhagen, COWI 2009.

Project management and organisation. Upstart of health education project groups at training institutions in Copenhagen. Total input 3 days.

Keywords: Project management, nutrition and health, facilitation.

Denmark, Course Manager, Danida Fellowship Courses, COWI, 2009.

Financial Management and Good Governance Course. Facilitation of the following modules: Learning approaches and team building, Action Planning, Human Resource Development. Presentation skills, Coaching for Individual Assignments. Total input 6 weeks.

Keywords: Financial Management, Good Governance, course management, facilitation, Logical Framework Approach, Capacity development, Human Resource Development.

Denmark, Course Manager, Danida Fellowship Courses, COWI, 2008.

Anti-Corruption/Curbing Corruption Course. Course Manager. Facilitation of the following modules: Learning approaches and team building, Action Planning and LFA, Human Resource Development. Coaching for strategy development. Total input: 4 weeks.

Keywords: Anti corruption, course management, website development, knowledge management, facilitation, Logical Framework Approach.

Denmark, Assistant Course Manager, Danida Fellowship Courses, COWI, 2008.

Transversalidad de Genero (Gender Mainstreaming for participants from Spanish speaking countries). Total in-put: 3 weeks.

Keywords: Gender equality, course management, website development.

Denmark, Facilitator, Danida Fellowship Centre, COWI, 2008.

Course for SMEs within production. Responsible for facilitating the following module: Introductions and Learning Approaches; Total input: 3 days.

Keywords: Private sector development, facilitation, website development.

Denmark, Assistant Course Manager, Danida Fellowship Courses, COWI, 2008.

Financial Management and Good Governance Course. Facilitation of the following modules: Learning approaches and team building, Action Planning, Human Resource Development. Presentation skills, Coaching for Individual Assignments. Total input 6 weeks.

Keywords: Financial Management, Good Governance, course management, facilitation, Logical Framework Approach, Capacity development, Human Resource Development.

Denmark, Study Tour Organiser, Danida Fellowship Centre, COWI, 2008.

Responsible for organising a study tour for 8 civil servants from Egypt concerning Anti-Corruption. Total input 3 weeks.

Keywords: Course development and management, facilitation, anti-corruption, facilitation, strategy development.

Ghana, training material development, BUSAC Fund, COWI, 2007.

Production of two manuals and Power point presentations for training in advocacy for the private sector. Total input: 14 days.

Keywords: Training material development, advocacy, private sector development.

South Africa, short-term consultant, Education Management Support to Schools in Eastern Cape, Intsika, Copenhagen Development Consultants, SIDA, 2006-2007.

Support to the development of the capacity building approach of the Intsika project. The input consisted of the facilitation of workshops, production of teaching materials and development of three booklets with best practices to be used in the dissemination of the project. Total input: 14 weeks.

Keywords: Workshop facilitation, school development, capacity development, strategy development.

Denmark, Facilitator, Danida Fellowship Courses, COWI, 2003.

Environmental Management course. Responsible for facilitating the following modules: Environmental Communication and Education; Participatory Methods; Training Skills. Total input: 4 days.

Keywords: Training and facilitation, environmental education, community development, participatory approaches.

Denmark, Facilitator, Danida Fellowship Courses, COWI, 2003.

Environmental Monitoring and Evaluation course. Responsible for facilitating the following modules: Environmental monitoring and evaluation; Participatory Methods; Training Skills. Total input: 3 days.

Keywords: Training and facilitation, environmental education, monitoring and evaluation, community development, participatory approaches.

Denmark, Facilitator, Danida Fellowship Courses, Kampsax, 2002.

Environmental Management course. Responsible for facilitating the following modules: Environmental Education & Communication Tools in Environmental Management; Participatory Methods; Training Skills. Total input: 2 days.

Keywords: Training and facilitation, environmental education, monitoring and evaluation, community development, participatory approaches.

Ministry of Environment, National Forest and Nature Agency, Denmark, 2001 - 2002. Project development, administration and management of nature restoration projects. Full time employment.

Keywords: Strategy development, project management, public service delivery, ministry function, case handling, natural resource management, nature restoration.

Denmark, Consultant, AMU International, 2000 - 2001. Project leader of a trans-national project about training needs of employees in the Pharmaceutical Sector in the Danish-Swedish Oeresund region. The consultancy also included training needs analysis, competence mapping and training management. Co-editor on a manual on Environmental Management Systems in Small and Medium-sized Enterprises. Total input: 8 months.

Keywords: Vocational education and training (VET). Training needs analysis, competence mapping, EU project development, private sector development.

South Africa, Educational Advisor, Learning for Sustainability Project, Ibis/DANCED, 1997 - 1999.

Responsible for the implementation of the Learning for Sustainability project in Springs/Nigel/Devon District within Gauteng Department of Education. The project supported the integration of Environmental Education into the school curriculum. The job function included:

- Co-ordination of the regional curriculum development concerning environmental education.
- Development, planning, and implementation of training programmes, workshops, seminars and in-service training.
- Identification of future training needs.
- Capacity building of provincial department officials.
- Planning, organisation and management of a three-week study tour to Denmark for South African Provincial and National Education Department officials.
- Development and piloting of a new participatory capacity building approach: "The Spiral Model".

Total input: 2 years.

Keywords: Project management, Capacity development, competence development, in-service training, training of trainers, facilitation, public sector development, organisational development, networks, knowledge management.

Namibia, In-Service Trainer, Life Science Project, Ibis/Danida, 1994 - 1997.

Technical advisor on the implementation of the subject “Life Science” in secondary schools. Life science is a secondary school subject that combines health & sex education, agriculture and environmental education. The job function included:

- Development and design of training programmes and implementation of In-service training for Life Science teachers.
- On-the-job support to Life Science teachers and distribution of Life Science support materials to schools in the mid-region of Namibia.
- Development of educational materials.

Total input: 3 years.

Keywords: Capacity development, competence development, in-service training, training of trainers, facilitation, networks, knowledge management, learning material development.

Courses

International Project Management, Carl Bro Management, Glostrup 2000 - 2001.

- Logical Framework Approach
- Project Planning and organisation
- International tendering and writing of proposals

HD Course in Project Organisation and Management, Magistrenes efteruddannelse, Copenhagen 2000.

- Organisational models
- Leadership models
- Project planning and management

Concepts and Tools for Environmental Sustainability, Johannesburg, South Africa 1999.

- Environmental Management Systems
- Project Cycle and Environmental Tools in Logical Framework Approach

Publications

Editor of a Training Manual on "Advocacy for the Private Sector", BUSAC, 2007

Writer on booklets on capacity building, Intsika 2007:

“How to use the ABCD Approach”

“How to establish a Learning Cluster”

"How to support School Development Planning in schools"

Co-writer of School textbooks for Natural Sciences: “Kredsløb 2” Malling-Beck, 2006 and “Bevægelse 2” Malling-Bech, 2006.

Writer of the publication "Needs and Supply of Training Targeting Employees in the Pharmaceutical Industry in the Region of Øresund"; AMU International, September 2001.

Participated in the development of the "Spiral Model", published by the Learning for Sustainability Project"; Ibis/interfund, Danced and Mpumalanga Department of Education, 2000.

Editor of the practical activities in the textbook: Ecology and the environment, grade 10; Longman Namibia 1997.

Master Thesis in Environmental Biology: Eutrophication and Bio-manipulation in lakes; The Freshwater Biology Institute in Hillerød, 1988.

Professional associations

1996 - present. Member of Ibis, a Danish NGO working at the global, national and local levels to create equal access to education, influence and resources for the poor and the marginalized people in Africa and Latin America. Member of the Environmental Group in Ibis 1999 - 2005. The work included information activities and environmental strategy development.

2000 - 2004 Member of Network for International Co-operation, The Danish Society for Nature Conservation. The network dealt with co-operation between Danish organisations and professionals and African and Eastern European NGO's.

1997 - 1999 Member of Environmental Education Association of Southern Africa (EEASA) a network for organisations and institutions working with Environmental Education.

1997 - 1999 Board member of Grootvaly/Blesbokspruit Conservation Trust, Springs, South Africa. The trust is a co-operation between government officials, the private sector and NGO's supporting conservation projects in Springs.

Other activities

Personal mentor for students within Copenhagen University private sector mentor programme.

Sports: Cycling, mountain biking, squash, tennis, badminton, swimming.

Hobbies: Angling, bird watching.

Referees

Ex-colleagues:

Daniel D. de la Cour, consultant, COWI. dlc@cowi.dk, mobile: +45 2348 0191

Peter M. Mallow, consultant, COWI. dlc@cowi.dk, mobile: +45 2348 0191