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Development Policy and Planning (M.Sc.), Organisation Development Consultant

I am a development planner, an adult trainer and a facilitator of team and organisational development processes. I have been involved in international consultancy since 2000, working on variety of assignments within the scope of my competency across Africa mainly in Ghana, Nigeria, South Africa and the Kingdom of Lesotho with donor organisations, non-governmental organisations and governmental organisations. Completing professional certificate course in Gestalt Organisation and Systems Development International (OSDI) programme in 2010 under the auspices of Gestalt Institute of Cleveland, USA broaden my horizon and perspectives in working with people and organisations in cross-cultural settings. The desire to support people and make a difference in their lives led me into life coaching career. I have been supporting clients to fulfil their dreams and purpose in life since 2015.

My competences are in the areas of organisational assessment, facilitation of change processes, team building, survey design and administration, economic and social research using participatory methods, preparation of urban land use and district development plans, preparation of strategic and business plans, project planning, participatory monitoring and evaluation, policy analysis, workshop design, manual development and facilitation of workshops. I have played leading roles in facilitating change processes in NGOs, governmental agencies and private sector organisations across Africa. I have been particularly involved in designing and delivering various consultancy assignments in the implementation of the decentralisation policy in Ghana since 1997 through training, coaching and backstopping of functionaries, which has been replicated in other African countries.

I see organisations as living organisms that need to be nurtured and supported to overcome challenges inhibiting their growth and progress so as to unlock any hidden potential and capacity towards achieving the purpose for which they were born. Working with cross-section of staff in organisations in a collaborative manner is a conscious approach I adopt in my consulting process. In this regard, engaging in guided dialogue to heighten awareness on organisational issues to facilitate sustainable solutions is a critical element of the process.

The Gestalt cycle of experience is the framework I use in informing and defining my consulting process with clients, which generate learnings that are mutually supportive. The cycle summarises the process by which people (individually or collectively) become *aware* of what is going on at any moment, and how they mobilise *energy* to take some *action* that allows them to deal constructively with possibilities suggested by the new awareness. My vision therefore is to continuously learn to support individuals, teams and organisations to become more effective in achieving the reasons for their existence.