



Ekow Edzie

Senior Associate

Consensus Building Institute, Inc.

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PROFESSIONAL SUMMARY

A collaborative process professional with nine years of experience in stakeholder engagement and facilitation, as well as design and implementation of trainings across a diverse set of projects, both domestic and international. Passionate about building value through data-driven negotiation, teamwork and fearless creativity. Significant international work experience. Graduate-level training in negotiation, leadership & natural resource economics. Returned Peace Corps Volunteer.

EXPERIENCE

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|---------------|--|-------------------|
| 2020- present | Consensus Building Institute
<i>Senior Associate</i> | San Francisco, CA |
| | Mediate and facilitate complex, multiparty public policy processes. Primary practice areas are in groundwater management, forestry and economic policy. | |
| 2019 | Harvard Negotiation Institute
<i>Teaching Assistant/Facilitator</i> | Cambridge, MA |
| | Designed lesson plans and led discussion for executive education course on negotiation. | |
| 2019 | Harvard Law School Program on Negotiation
<i>Teaching Assistant/Facilitator</i> | Cambridge, MA |
| | Served as a Teaching Assistant for Professor Sheila Heen's section of the 2019 Negotiation Winter Workshop. Coordinated complex logistics inherent to the negotiation simulations that were the foundation of the professional development methodology; facilitated discussion with workshop participants. | |
| 2017-2019 | The City of Cambridge:
Storytelling & Digital Strategy for Training
<i>Associate</i> | Cambridge, MA |
| | Led the design and implementation of a story-telling based project aimed to increase the effectiveness of city staff & associated nonprofits at supporting historically marginalized and disadvantaged communities. Designed and implemented, "train the trainer" workshops, in which leaders of Cambridge nonprofits and community associations learned how they might best leverage the story-based digital professional development resource when facilitating their own staff training events. | |

- 2015-2017 **EF Education First** Cambridge, MA (Various countries)
Manager, Production Innovation Team
 Grew sales volume to LATAM operation by 71% to ~ \$14 million in annual revenue in 2 years with 60 % new customers; presented at conferences & led new sales initiatives. Increased operational capacity of EF's Latin America operation by designing and facilitating training events in the Dominican Republic, Peru and Ecuador with EF's partner organizations. Managed partnership between EF and MEtoWE, a Canadian social enterprise.
- 2013-2015 **EF Education First** Santo Domingo, Dominican Republic
Country Manager, Dominican Republic
 Grew operation in the DR from concept to ~\$1.9 million in annual revenue & EF's #1 rated product experience within 2 years. Designed and implemented trainings for EF staff & external stakeholders. Developed and managed key partnerships with Dominican institutions and non-profits. Recruited and trained local staff; Managed quality control and local staff development.
- 2011-2013 **United States Peace Corps** Jarabacoa, Dominican Republic
Volunteer
 Led the creation and growth of an ecotourism business with a women's association. Negotiated partnership between the women's association, local government & the private sector. Designed and managed an ecotourism workshop to advance professional development goals of the women's ecotourism association. Designed, managed and raised funds for an "environmental interpretation," workshop for aspiring ecotourism professionals from across the Dominican Republic. Coordinated and facilitated a national environmental education workshop for members of a Dominican environmental education program. Designed lesson plans and delivered lectures for courses on Ecology, Ecotourism & English at the Dominican Republic's National Environmental School.

EDUCATION

- 2017-2019 **The Fletcher School** Medford, MA
Master of Arts, Law & Diplomacy
 Concentrations: Economics, Negotiation & Business for Social Impact. Switzer Fellow, 2018-2019. Class of 1967 term scholar.
- 2006-2010 **Middlebury College** Middlebury, VT
Bachelor of Arts, Environmental Studies & Biology

RELEVANT TRAINING

- 2018 **Negotiation Theory & Practice** (130 hours), Harvard Law School
 2017 **Financial & Valuation Modeling** (16 hours), Wallstreet Prep

2016 [Design Thinking](#) (Trained at EF; Led workshops in Reykjavik and the Hague)
2011 [Cross-Cultural Training](#) (365 hours) Peace Corps, Dominican Republic

FOREIGN LANGUAGES

[Spanish](#): Functionally Native (Evaluated at The Fletcher School, April 2019)

[Japanese](#): Basic Conversational

SELECTED PROJECTS

Fox Canyon Groundwater Stakeholder Assessment and Facilitation, 2020 - present. Conducting stakeholder interviews with representatives from agriculture, city water management authorities, county groundwater management agencies and other relevant stakeholders across the Oxnard, Pleasant Valley and Las Posas basins of Southern California. Designing and facilitating a mediation process to build consensus among Fox Canyon groundwater users about how to satisfy the groundwater use reduction requirements dictated by the Sustainable Groundwater Management Act, while satisfying the fundamental interests of the diverse stakeholder pool.

Lake Tahoe West Cross-Agency Forest Restoration Facilitation, 2020 - present. Facilitating collaboration between representatives from the U.S. Forest Service, the California Tahoe Conservancy and the California State Parks Tahoe Regional Planning Agency on the development of a coordinated effort to achieve progressive, landscape-level, forest restoration across jurisdictional boundaries.

Meeks Bay Restoration Project Facilitation, 2020 - present. Conducted interviews with a diverse set of stakeholders about a multi-agency collaborative effort aimed to restore ecosystem health in Meeks Bay, while mitigating adverse impacts to recreation opportunities. Leveraged outcomes of stakeholder interviews to inform the design of a stakeholder engagement strategy and a broader public engagement plan. Facilitating stakeholder forum meetings and mediating conflicts as they arise to cultivate constructive stakeholder engagement on the overall project strategy.

Convening Nation-Wide Thought Leaders on the Future of Work, 2020 - present. Conducted interviews with thought leaders in the realms of social security, universal basic income, and equity & inclusion, as part of a convening intended to explore the future of work in America. Designing convening strategy and facilitating discussion among these thought leaders to define potential goals for the future of work in America and a pathway to ensure equitable distribution of the productivity gains stemming from automation.

Ecotourism Project Development in Jarabacao, Dominican Republic, 2011-2013 . While serving as a Peace Corps volunteer in the Dominican Republic, spent two years mediating the design of an ecotourism project that required the buy-in of a diverse set of actors with broadly divergent interests. First focused on understanding the problem from each of the relevant stakeholders' perspectives, then organized a series of workshops designed to give stakeholders the opportunity to voice their concerns and interests and to provide a forum for productive joint brainstorming.

The Land Restitution Unit, Santa Marta, Colombia, 2018. Conducted interviews and significant stakeholder engagement with the broad set of actors involved within Colombia's land restitution program. Leveraged the outcomes of this stakeholder engagement work to develop a set of recommendations to improve the land restitution process for Colombian victims of land displacement.

Improving Collaboration and Alignment in the Sacred Valley, Peru (2015-2017). While working with EF Education, tasked with mediating an improved work relationship between EF's network of Peruvian non-profit partners and EF's seasonal staff in the face of growing conflicts. Designed mediation program to provide a structured environment for the workshop participants to voice views on problems and provide input as to how the problems might be overcome. Took participants' comments and created a taxonomy of problem types, then guided the participants through a process of working towards more finite and tangible solutions within each of these problem areas.

Understanding and Overcoming Barriers to Relationship Building in Cambridge, Massachusetts, (2017-2019). Hired by Cambridge, MA, to help the city address that many families of color reported that they didn't have meaningful relationships with staff of youth programs serving their children. The goal was to shine light on problems, bring community at-large into the process of devising solutions, and produce a resource for the community as the starting point for productive conversations. Interviewed families and staff and produced a portfolio of digital stories –videos and audio stories—that highlight examples of staff from youth programs and families from diverse backgrounds who have built meaningful relationships. Used stories to anchor a series of facilitated workshops, aimed towards helping the community better understand how they might apply the lessons of these stories towards their own practice.

Additional Workshop Facilitation Experience

"Improving your Negotiation Effectiveness," Harvard Negotiation Institute, Cambridge, 2019. Facilitated a week-long intensive workshop on negotiation theory and practice as part of an executive education course at the Harvard Negotiation Institute.

Negotiation Winter Workshop, Harvard Law School, Cambridge, 2019. Co-facilitated a month-long intensive course on the theory and practice of negotiation for law school students.

EF Education First in the Hague, Netherlands, 2017. Facilitated a three-day workshop on Human Rights, leveraging the Design Thinking methodology.

EF Education First in Reykjavik, Iceland, 2017. Facilitated a three-day workshop on "The Future of Energy", leveraging the Design Thinking methodology.

EF Education First in Santo Domingo, Dominican Republic, 2016. Designed and facilitated a workshop to improve collaboration and reduce conflict amongst a network of nine humanitarian and environmental nonprofits.

National Environmental School of the Dominican Republic, Jarabacoa, Dominican Republic, 2013. Designed and facilitated a three-day national environmental workshop.

Dominican Republic National Ecotourism Network, Jarabacoa, Dominican Republic, 2012. Designed and facilitated a two-day national environmental interpretation workshop.

RECENT PUBLICATIONS

A Mutual Gains Strategy to Guide Successful Public-Private Partnership on Rural Development in the Colombian Countryside, World Council for Sustainable Development, December 2017. This report presents an analysis of the opportunities for the World Business Council for Sustainable Development to cultivate land-based investments that confer benefits to Colombia's climate change and land reform agenda. (read [here](#))

Econometric Impact Evaluation of Mercy Corps' Prime Region, Mercy Corps, December 2018. This report presents econometric analysis of the impact of Mercy Corps Pastoralist Resilience program (PRIME) which aimed to dampen climate shocks in Ethiopia through a diverse set of market-wide interventions. Analyzed the household level survey data provided by Mercy Corps and conduct a difference-in-differences estimation of PRIME's impact, comparing outcomes across time in communities with relatively high intensity roll out of PRIME to communities with low intensity roll out of PRIME. (read [here](#))

Recommendations for the CPLC Pathway to Advance Global Carbon Pricing, World Bank Group, November 2017. This report outlines a path for the World Bank's Carbon Pricing Leadership Coalition to increase adoption of carbon pricing in the private sector by creating an interactive marketing campaign focused on firms' climate related risk exposure. (read [here](#))

The Challenges and Opportunities of Colombia's Land Restitution Regime: A Path to Stability and Sustainable Rural Development, 2018. This report presents an analysis of the challenges and opportunities inherent to Colombia's land restitution policy framework. (read [here](#)).

Estimating Farm Resilience as a Function of Farm Size with Remote Sensing Techniques: An Analysis of a World Bank Climate-Smart Agriculture Program in Brazil, 2018. This report presents an analysis of the relationship between farm size and farm resilience on a large sample of farms that were the beneficiaries of a World Bank funded Climate-SMART agriculture program in the Brazilian Cerrado. (read [here](#))

Keeping It Real in Family Partnership, October 2019. *Keeping it Real in Family Partnership* is a storytelling project that hopes to inspire conversations about how Cambridge out-of-school time practitioners and families from diverse cultural backgrounds partner to best support our children. Stories highlight promising practices and explore the experiences of families and OST practitioners. Each story is paired with a set of guiding questions to help you go deeper in reflecting on how families and OST practitioners can create more meaningful partnerships. (view the online resource [here](#))