



DUŠAN ONDRUŠEK, PhD.

1. **Family name:** Ondrušek
2. **First name:** Dušan
3. **Date of birth:**
4. **Nationality:** Slovak
5. **Civil status:**
6. **Country of residence:** Slovakia
7. **Language skills:** competence on a scale of 1 to 5 (1 - excellent; 5 - basic)

Language	Reading	Speaking	Writing
Slovak	1	1	1
English	1	1	1
Russian	1	1	2
Polish	1	2	5

8. Education:

Institution [Date from - Date to]	Degree(s) or Diploma(s) obtained:
Comenius University Bratislava 1976-1980	M.A. in psychology
Comenius University Bratislava 1985-1989/1997	Ph.D. in social psychology
Institute of Policy Studies at John Hopkins University, Baltimore USA 1997	postgraduate fellowship in non-profit management

9. Specific experience in the region:

Country	Date from - Date to
Bulgaria, Poland, Hungary, Czech Republic, Romania, Serbia, Montenegro, Bosnia, Croatia, Slovenia, Russia, Ukraine, Moldova, Belarus, Georgia, Armenia, Azerbaijan, Kazakhstan, Lithuania, Latvia, Estonia, Germany, Austria, Kenya, Jordan, Yemen, Tunisia, Netherlands...	Short term (3-14 days) trainings and consultancy in 40 different countries in CEE region and other regions mostly for nongovernmental bodies, public agencies and local governments and for international institutions working in the region. All the working trips were realized in 1994-2006

Curriculum vitae

10. Professional experience:

Date from - Date to	Location	Company	Position	Description
1978-1991	Bratislava	Comenius University	researcher, teacher and Councelling Center director	teaching at Psychology departmet counselling to students realising research publishing training
1994-2012	Bratislava	PDCS	PDCS Director	Center management training/consultin/mediating publishing books and articles
2012-2014	Bratislava	PDCS	PDCS president (head of the board)	Strategic development , international programs

11. Participation in EC funded projects:

More of them e.g.

Project name	Description	Programme
EuropeAid/113526/D/SV/YU Civil society development in Serbia – Training of trainers 2002/2003	Training series and elaboration of the training materials for Civic Initiatives	Subcontractor for CEEN
Gruntvig 4 - Alpicom and Arca 2005/2007	Two programs focused on exchange of experience of the nonviolent peacebuilding initiatives all around Europe	Member of consortium of international NGOs providing the program
Social development Fund - Education and standards elaboration of the community social workers working with socially excluded	Traning and supervision series of over 100 trainings fopr the group of Slovak 600 community social workers and their assistants in the gframe of SDF goals.	Subcontractor to Ministry of Labor and Social Affairs that is adminisytreting the ESF programs

Past Consulting and Training Experience:

Consulting & training experience in working in the area of training needs assessment , training methodology, ToT and training organization (selected examples):

- Facilitation training and Training in Civic education at schools – Tunisia (2013)
- Trainings in Training methodology for civic leaders from Oman, Yemen, Bahrain and Kuwait in the frame of STAND program (2013)
- Trainings in Training methodology for civic leaders from Jordan in the frame of EDAMA program (2012)
- Trainings in Training methodology for NGOs in Georgia frame of OS, SAVE the CHILDREN and US AID programs (2011, 2012)
- Trainings in Training evaluation for NGOs for AED, Kazakhstan (2004) and Croatia (2005)
- Trainings in Human rights teaching for teachers organized by Amnesty International, Poland (1997), Ukraine (1999), Russia (2000), and Abkhazia (2002)
- Organizational Development and Consultancy Skills for local NGOs, Bosnia and Herzegovina, 1998

Curriculum vitae

- Trainings for Trainers for NGOs through Johns Hopkins University, U.S.A., Hungary (1996), Kazakhstan (1997), Poland (1998), USA (1997) and Russia (1996)
- Training needs assessment for new academic subjects at VSUP University Prague (2007)

Consulting & training experience in public relations and public participation issues (selected examples):

- Training in PR strategies for top representatives of Unilever company - regional branch for CEE Bratislava, 2004
- Training in PR strategies for top representatives of SPP (Slovak Gas Industries) Bratislava, 2004
- Co-facilitation in International Association for Public Participation Practitioners IAP 3 (the UN governmental conference on water and sanitation issues), Netherlands, 1994
- Facilitation of a cross-cultural dialogue among 8 country representatives of the Rockefeller Brothers Fund – (Thailand, 1994)
- Stress management for top representatives of the top representatives of the Czechoslovak Commercial Bank. Luhačovice 1995
- Training for German party leaders in community organizing for the Friedrich Naumann Stiftung (Germany 1999)
- Series of trainings for top and middle level managers of Volkswagen company in Bratislava in topics including: leadership strategies, effective communication, teambuilding, moderation, stress management, cross-cultural differences in management (1992-1995)
- Numerous short term trainings for very diverse middle level Slovak companies and financial institutions, including: ČSOB - Czechoslovak Trade Bank, Pohotovosť and Prvá stavebná sporiteľňa (financial institutions), Artfórum (bookstore chain) , Baťa Junior Achievement and Integra (consulting companies), Jacobs Suchard Figaro (goods production), the private TV named “Maya” (media company) and Slovak public TV and public Radio.

Consulting & training experience in working with public, business and community representatives in the area of cross-sector institutional collaboration (selected example):

- Trainings in Cooperative planning and Conflict management for local governments, sheiks, and NGOs for the MEDA project, Yemen, 2005
- Trainings in Advanced Project Management in the cross-sector collaboration for OSF Mongolia, 2004
- Trainings in leadership for Eurasian leaders in Turkey (Koc University) , CELA project (2003, 2004, 2006)
- Trainings in local government-community collaboration in the frame of women NGOs development as a part of the project for organization PIPA (People in Peril Association) funded by NED (2006)
- Trainings in Strategic planning and services development for the Civil Society Support Initiative project in Uzbekistan and Tajikistan (2004-2006), and the Citizen Participation Project in Moldova (2006)
- Consensus Building for government and non- government representatives organized by U.N. Secretary Office, Tajikistan and Kyrgyzstan, 2004-2005
- Self-financing strategies for Balkan NGOs and community leaders (World Learning organized trainings), 1999, 2003
- Training in Partnership development organized by UNDP, Kazakhstan , 2003
- Citizen Advocacy for the National Democratic Institute, Estonia, Latvia, and Lithuania, 1997
- Alternative Conflict Management Approaches in environmental issues, Austria, 1995-1997

Consulting & training experience in preparing, organizing and evaluating educational campaigns (selected examples):

- As part of the Europe-wide European Citizen Consultations (ECC), a large citizen deliberation project, organized and facilitated the discussions that took place in Slovakia. As a part of this project he developed and implemented public information and communications programs. Based on the public research about the citizen attitudes to EU, he co-created the educational DVD, which helps to increase the citizen awareness about these issues. He was facilitating the press conference and prepared the media strategy plan to share the result of the project with the public. The ECC was conducted in the 27 countries of the EU to provoke citizen discussion and deliberation about the future role of Europe in each country. More information is available at: <http://www.european-citizens-consultations.eu/> (Slovakia, 2007)
- Worked in the long term Campaign OK98, a large pre-election campaign to increase voter participation and monitor the elections to assure free and fair elections (Slovakia, 1998). In the frame of this campaign he conducted stakeholder analyses, facilitated the multi-stakeholder dialogues, The publication, “NGO Campaign for free and fair elections OK '98 (Lessons Learned)” (55pp.), written by

Curriculum vitae

PDCS staff to assess the results of this campaign, is available at:

http://www.pdcs.sk/en/mod.php?mod=userpage&menu=18&page_id=5

- Conducted trainings in Human rights educational campaigns organized by Amnesty International, Poland (1997), Ukraine (1999), Russia (2000), and Abkhazia (2002)
- Led the trainings and helped to plan the media strategy for the group of Slovak NGOs (Via Iuris, Citizen and Democracy, CEPA) that were executing an anti-corruption campaign “Korupcia nam pije krv” (2005)
- He was advising the Slovak NGO “Aliancia Fair Play” how to prepare their campaign advocating for media transparency (2004). As a part of this project he trained this organization members how to provide the stakeholder analysis and audience segmentation, how to identify the diverse media players, how to address and how to adopt the specific messages for specific target groups and how to create and lead the web discussion forum to involve the public into wished discourse. He also wrote few articles for this web page specifically created for this project - to stimulate the web forum discussion.
- He helped to prepare the educational web page (base for distant learning courses) for regional Central European (Slovak, Czech, Hungarian and Polish) NGOs in the area of advocacy and public participation. He wrote also few educational chapters/articles fore this portal.

University Teaching Experience:

- Cross-cultural Communication and Conflict Resolution for the Department of Social Work, Comenius University
- Negotiation and Conflict Resolution for the Department of Social and Economic Studies, Comenius University
- Alternative Dispute Resolution for the European Peace University, Austria, 1993-1995

Publications (books and chapters in publications)

- Training? Training” –(Training methodology and learning by doing) , 220pp , PDCS Bratislava , 2007 (together with Vladimir labath)
- “Conflict, Reconciliation, Conciliation Committees.” PDCS. Bratislava, 2005.
- Reader for Non-profit Organizations. Editor. PDCS. Bratislava, 2004.
- “Non-profit Enterprise: Social Entrepreneurship or a Survival Game?” International Perspectives on Social Ventures/Enterprises. Alcoa Foundation’s International Social Venture Initiative. Wisconsin, 2003.
- “Conflict Management Exercises.” United Nations Center for Human Settlements (UN Habitat). Romania, 2001.
- “Democracy and Alternative Approaches to Conflict Resolution.” Democracy and Constitutionalism. Charles University, Czech Republic. 2000.
- “Conflicts in Transforming Society and the Non-governmental Sector.” The Annals of the American Academy of Political and Social Science. July 1997.
- “The Mediator’s Role in National Conflicts in Post-Communist Central Europe.” Mediation Quarterly. Spring 1993.