

Curriculum Vitae

Personal Information

First name / Surname

Address

Telephone

E-mail

Nationality

Italian

Work Experience

Dates

Emanuela Girei

Via P. da Palestrina 122, 09045 Quartu S. Elena (CA), Italy

+39 366 345 25 99

egirei@gmail.com egirei@unica.it

Date of birth

06.09.1972

Since October 2016

Position held

Lecturer in Organisational behaviour and Work Psychology

Main activities and responsibilities

I contribute to teaching on MGT226 Human Resource Management, MGT6120 Managing Organisational Behaviour and MGT682 Research Methods. I am committed to providing students with engaging lectures and experiences, enabling them to challenge the taken-for-granted and stimulating critical, innovative and reflexive thinking. My lectures draw on both my research and my experience as a management consultant, and aim to be simultaneously theoretically solid, ethically sensitive and strongly relevant to practice.

Dates

Since October 2012

Position held

POST-DOCTORAL RESEARCH FELLOW

Main activities and responsibilities

Developing research and publications on management, organisational development and social change, in particular with regard to NGOs working in the international development sector. The role also include supporting supervision of undergraduate and master's dissertations, conducting specialist workshops on research methods and methodology, diversity management and critical management approaches.

Employer

School of Psychology – University of Cagliari, Via Is Mirrionis 1, Cagliari (Italy)

Sector

Research and Higher Education

<p>Dates</p> <p>Occupation or position held</p>	<p>April 2009 – September 2011</p> <p>FULL TIME STUDY FOR A PH.D (see Education) – followed by maternity leave</p>
<p>Dates</p> <p>Position held</p> <p>Main activities and responsibilities</p>	<p>July 2007-March 2009</p> <p>ORGANISATION DEVELOPMENT ADVISOR</p> <p>Supporting and facilitating organisational development in two Ugandan NGOs, including:</p> <ul style="list-style-type: none"> • • Building programme/project management skills into the organisations • • Facilitating organisational development by coaching staff and volunteers • • Promoting knowledge sharing and documentation • • Developing policies and setting up processes and procedures to enhance the organisations' accountability and effectiveness • • Advising the organisations' Executive Committees and Secretariats on effective ways of monitoring and evaluating strategic plans and programmes • • Developing and implementing a plan for capacity building of the organisations' staff and volunteers • • Identifying development areas and developing projects and proposals accordingly
<p>Employer</p>	<p>Volunteering Service Overseas (VSO - UK and Uganda)</p> <p>Carlton House</p> <p>27A Carlton Drive, Putney</p> <p>London – SW15 2BS (UK)</p> <p>International Development Agency</p>
<p>Type of business</p> <p>Page 2 of 4 - Curriculum Vitae - Emanuela Girei</p> <p>Dates</p> <p>Position held</p> <p>Main activities and responsibilities</p>	<p>November 2004 – September 2006</p> <p>LEARNING AND DEVELOPMENT MANAGER</p> <p>Establishing and running a training function and working with the Network's clients as a consultant. The Network's activities focused primarily on equality and diversity in the social housing sector. The role implied in particular:</p> <ul style="list-style-type: none"> • • Developing HDN's training approach and providing leadership in the area of training • • Managing of training and consultancy projects • • Developing and delivering training programmes • • Developing an archive of training and

performance management projects, tools and materials

- Developing, auditing and reviewing strategies, policies and procedures for client companies
- Assisting with researching and producing good practice and training materials
- Responsibility for generating a sizeable proportion of HDN's income

Employer

Housing Diversity Network (HDN)
Colne Valley House
511b Blackmoorfoot Road Crosland Moor
Huddersfield HD4 5NR (UK)

Type of business

Training and Consultancy Agency

Dates

Since 1996

Position held

CONSULTANT IN HUMAN RESOURCE / ORGANISATIONAL DEVELOPMENT

Since September 1996 I have worked as a professional consultant in human resource and organisational development, alternating this with periods in which I occupied full-time positions as an employee (see above).

My areas of expertise include managing and leading organisational change initiatives; capacity building and organisation development; training needs analysis (using both quantitative and qualitative methods); developing, conducting, monitoring and evaluating training and learning programmes.

Examples of consultancies undertaken:

Lecturer (09/2009-ongoing) – Lecturer on a Masters programme in Human Resources and Organisational Development at the University of Cagliari (Italy), responsible for a training module on Diversity Management, including teaching, facilitation and development of learning materials.

Trainer (07/1996-ongoing) – I have over 1000 hours' experience in delivering professional development training programmes on a variety of HR/OD topics, including team work, communication, equality and diversity, leadership, and customer care. I also have extensive experience as a trainer in Training of Trainers programmes, and significant experience of planning training programmes, as well as developing learning materials. [Clients: a detailed list is available on request]

Change Agent (11/2006-02/2007) - Guiding and facilitating the organisational development of a Ugandan NGO, including: developing the organisational structure and identifying roles and responsibilities; developing policies to enhance the organisation's accountability and effectiveness; identifying areas of development and developing funding proposals accordingly [Client : KIDADE – Ugandan development NGO]

Programme Manager (04/2002-12/2003) – Responsible for a regeneration project aiming to tackle truancy, divided into eight sub-projects and involving 15 city councils and 11 schools, including: developing, monitoring and coordinating the overall operating plan, budget planning , recruitment and supervision of all personnel, supervision of all eight sub-projects , and ensuring compliance with EU structural funding criteria throughout the project [Client: Consortium of the City Councils of Marghine Planargia - Nuoro (Sardinia) - Italy]

Speaker (01/2003 -12/2003) Invited speaker in 8 conferences on “Labour market reform: European initiatives and opportunities for adults with special needs” [Client: Consortium Tecnofor (consultancy firm),

Italy]

Change Agent (06/2001 – 05/2002) - Organisational analysis, developing new management structures and a performance management programme, promoting knowledge sharing and documentation, coaching and developing staff and volunteers [Client: Emmaus (Residential community for heroin addicts) – Sardinia, Italy]

Organisational Consultant (05/2001 – 12/2011) – Leading a project aiming to describe and analyse regional job centres and to design a new structure for them, to bring them in line with national labour market reforms. Tasks and responsibilities included job analysis and performance assessment of 28 Sardinian job centres; training needs analysis and planning training projects; reporting. [Client: Regional Government of Sardinia, Italy]

Programme Manager (09/1998 – 06/2001) – Responsible for a project aimed at encouraging 550 redundant miners to set up small businesses and gain transferable skills, including developing, monitoring and coordinating the overall operational plan; training needs analysis; planning and delivering training projects; managing operating plan; team supervision (12 consultants); liaising with city councils, trade unions and other institutions; reporting to the commissioning bodies [Client: Ministry of Labour and Ministry of the Environment – Italy]

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Education

Dates

April 2007 – September 2011

Qualification

Ph.D in Development Policy and Management

Subject / topics covered

The thesis drew from my work as Organisation Development (OD) advisor with two Ugandan NGOs, between 2007 and 2009. The study specifically examined how OD is understood in the NGO sector in Uganda: what needs, demands and aspirations it serves, what challenges it faces and what opportunities it offers to support social and economic development in the local context. The research also investigated how management principles and practices shape the role of NGOs within the development arena.

Awarding institution

Institute for Development Policy and Management (IDPM) – The University of Manchester (UK)

Classification

N/A

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Social Skills and Competences

- Ability to work in multicultural environments •
- Personal resilience and determination •
- Excellent interpersonal skills and ability to interact with people from very diverse backgrounds •
- Ability to learn quickly and to adapt to new professional and personal contexts •

Organisational Skills and Competences

- Ability to work independently and in teams
- Ability to set priorities and work within deadlines
- Advanced problem solving skills and ability to deal with unexpected events

Technical Skills and Competences

- Team management
- Facilitation and consultancy skills
- Coaching and mentoring
- Performance management
- Project/programme management (including compliance with donors' guidelines)
- Planning, delivery and evaluation of training programme
- Devising and implementing Monitoring and Evaluation systems
- Social and management research (from design to final reporting)
- Proposal writing and fundraising

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Computer Skills and Competences

- Very experienced Microsoft Office user, and proficient PC/Mac user in general

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Additional Information

- Member of the Italian Chartered Association of Psychologists (by examination, since 06/1997)
- In 1997 I founded, with four female colleagues, a non-profit organisation in Italy called Apsara, working for the promotion of gender equality in social life and in the work place; since then Apsara has run several projects, such as research, career guidance and empowerment counselling for adult women, and training sessions
- Support member of WAST Manchester, UK (Women Asylum Seekers Together), which provides counselling and support to female asylum seekers and refugees, many of whom are victims of forced marriage, domestic violence, and/or torture (2004-2007)
- Full driving licence

Referees

- Dr Diego Lasio, Università di Cagliari, diegolasio@unica.it,
- Dr Pete Mann, University of Manchester, pmann@questrec.com
- Abigail Akirapa, VSO Uganda, volunteersupport@vso.org.uk