

## Alfons L Ims: Curriculum vitae



### PERSONAL DATA

Name: Alfons Ludwig Ims

learned occupation: Clerk

studied occupation: Mathematician (Diploma)

practicing occupation: Adviser, facilitator and management trainer

Date of birth: 03.10.1949 in Kaiserslautern, Germany

Nationality: German

Family status: married

### FORMATION

1973 - 1980 Studies of mathematics, philosophy, history of art and political economy (development economics) at the University of Heidelberg;

1995 - 1996 Training in "systemic counselling" at the Heidelberger Institute for Systemic Research

### PROFESSIONAL ACTIVITIES

since 1980 Freelancer in adult education

since 1989 Freelancer within the area of management training, project management and organizational development

### CONTINUING ACTIVITIES and selected single activities

**1980 - 1996** Conceptualisation and implementation of seminars, workshops and conferences to (nearly all) topics of the north-south-conflict for: **Friedrich-Ebert-Stiftung, Deutscher Gewerkschaftsbund, Deutsche Angestellten-Gewerkschaft, Stadtjugendamt Mannheim, Landesjugendring Hessen, Volkshochschulen, Deutsche Welthungerhilfe, Greenpeace, Evangelische Zentralstelle für Entwicklungshilfe, action medeor, and others.**

**since 1986** Facilitation, Organisational Consultancy and Management training in different projects of **Gesellschaft für technische Zusammenarbeit - GTZ -**

1986

- Implementation of a PC-based programme for project management for the ministry of planning of Togo, Lomé

1987

- Implementation of a PC-based programme for statistics for tourism in Togo, Lomé

1996

- Seminar "Systemic thinking in projects of vocational training", Jakarta, Indonesia

- 1996 - 1997
  - Training course " conflict management " and activity for the sector project LISTRA of the GTZ
- 1996
  - Training course "negotiation and communication". GTZ, at Dar Es Salaam, Tanzania
- 1997
  - Moderation of a planning workshop for GTZ-Tool Room project, India
- 1997 - 2001
  - Moderation of a several planning workshops for different dept. in GTZ headquarter, Eschborn
- 1997
  - Moderation of a planning workshop for vocational education, GTZ, Ljubljana, Slovenia
- 1997 - 1998
  - Coaching for a team building process for the department of vocational education in the GTZ headquarter, Eschborn
- 03-1998
  - Moderation of a planning workshop for vocational education, GTZ, Gaborone, Botswana
- 09-1998
  - Moderation of a planning workshops for the GTZ project: "Employment Services and Labour Market Policies" at Romania
- since 1999
  - Training and consultancy for GTZ –**“Pilot-Programme for the Promotion of Environmental Management in the Private Sector of Developing Countries (P3U)“**
    - Sri Lanka
    - Germany
    - Namibia
    - China
    - Ethiopia
- 07-2000
  - Sri Lanka
- 08-2000
  - Germany
- 12-2002
  - Namibia
- 09-2003
  - China
- 03-2004
  - Ethiopia
- since 1999
  - Training and Organisational consultancy regarding **Entrepreneurial Management for Vocational Education and Training** in several GTZ projects like:
    - Papua New-Guinea
    - Cambodia
    - Laos
    - Indonesia
    - Bhutan
- 10-1999 and 03-2000
  - Papua New-Guinea
- 05-2000 and 11-2000,
  - Cambodia
- 10 & 12-2001, 03 & 06-2002
  - Laos
- 07 & 11-2003, 03-2004
  - Indonesia
- 02 & 10-2003, 04-2004, 07-2005
  - Bhutan
- 06-2000 – 10-2002
  - Consultancy for GTZ-Sector project “Strategien für Systemberatung und Beratungshandeln in der Berufsbildungszusammenarbeit”
- 11-2000
  - Moderation of a planning workshop „GTZ - Environment program Mexico“
- 02-2001
  - Organisational analysis and training needs assessment for Education Department of Kampala City Council (GTZ-Project)
- 02-2001
  - Consultancy for GTZ-Project „Vocational Training for rural women and youth“ in Sri Lanka
- 08-2001, 08-2002
  - Conceptualisation and organization of training on „Skills Development for Employment Promotion“ for GTZ, Eschborn
- 11-2002
  - Moderation of a meeting of the Sub-Sector Net Vocational Training in Asia, Colombo, Sri Lanka
- 02 & 04-2003
  - Consultancy an moderation of “Workshop for Implementation of TVET-Strategy for Palestine” – GTZ-Project
- 03-2003
  - Moderation of a “Strategic planning workshop for the business, technical and vocational Education and Training (BTVET) Sub-sector” in Uganda – GTZ, Project

05-2003	<ul style="list-style-type: none"> <li>• Moderation of a meeting of the steering committee Fachverbund WBF, Asia at Bangkok, Thailand</li> </ul>
10-2003	<ul style="list-style-type: none"> <li>• Moderation of a meeting of the Sub-Sector Net Vocational Training in Asia, Bangkok, Thailand</li> </ul>
since 1988	Regular preparation of employees of donor organizations within developmental cooperation at the Deutschen Stiftung für Internationale Zusammenarbeit <b>DSE</b> at Bad Honnef (since 2002: <b>Vorbereitungsstätte für Entwicklungszusammenarbeit der Internationalen Weiterbildung und Entwicklung gGmbH (InWent)</b> )
1988 – 2000 (several times per year)	<ul style="list-style-type: none"> <li>• Tutor for Development Policy and World Economics</li> </ul>
1993 – 2002 (several times per year)	<ul style="list-style-type: none"> <li>• Seminar "Instruments and methods of counselling for cooperation"</li> </ul>
1999 – 2002 (about 6 times per year)	<ul style="list-style-type: none"> <li>• Conceptualisation and organization of a training course: „Action field Organisation, Systems and Processes in cultural Contexts“</li> </ul>
Since 2003 (several times per year)	<ul style="list-style-type: none"> <li>• Conceptualisation and organization of a training course: "Design of cooperation relationships"</li> </ul>
1990 – 2000 (once or twice a year)	Conceptualisation and implementation of seminars with representatives of trade unions and journalists at the UN-Organization at Geneva, especially at the ILO
1991 - 1996	Conceptualisation and organization of a data base (MEDOK) concerned with audio-visual media in the field of developmental policy for Gesellschaft für internationale Kommunikation und Kultur e.V. INTERKOM
1991 - 1996	Organization and implementation of several seminars and evaluations per year for CDG (especially in the area of telecommunication)
1992 - 2002	Associated trainer with <b>denkmodell</b> <sup>®</sup> Dialog Design, Berlin
1992	<ul style="list-style-type: none"> <li>• Training course "Negotiation technique according to the HARVARD-Method", Training for managers (ITF) for CDG, Stuttgart</li> </ul>
1994 - 2001	<ul style="list-style-type: none"> <li>• Training courses "systemic management" for CDG, Hamburg; DED, Berlin; GTZ (Lilongwe, Malawi; Zimbabwe; Colombo, Sri Lanka; Germany)</li> </ul>
1994	<ul style="list-style-type: none"> <li>• Training course "Moderation and presentation" for the management of the chamber of industry and commerce at Kattowitz (Poland), SEQUA, 1994</li> </ul>
1995 - 1997	<ul style="list-style-type: none"> <li>• Training course "Organizational development" 4 times per year for DED, Berlin</li> </ul>
1995 - 2001	<ul style="list-style-type: none"> <li>• Presentation of several planning workshop for SEQUA- projects between chambers of trade in Germany and Eastern Europe (Latvia and Slovenia)</li> </ul>
1996	<ul style="list-style-type: none"> <li>• Moderation of a planning workshop in the framework of the CDG-program "Training on the Environment and Natural Resources Protection", in Ndola, Zambia</li> </ul>

1997	<ul style="list-style-type: none"> <li>• Moderation of a planning workshop for the use of new media (Internet), CDG, Harare, Zimbabwe</li> </ul>
1998 - 2001 (once a year)	<ul style="list-style-type: none"> <li>• Training course "Systemic planning with Sinfonie<sup>®</sup>" for the Humboldt-University, Seminar for rural development, Berlin</li> </ul>
03 / 1999	<ul style="list-style-type: none"> <li>• Moderation of a planning workshop for GLE Medicon GmbH</li> </ul>
03 / 1995	as representatives of Germanwatch participation in the NGO forum to the World Social Summit at Copenhagen
09 / 1997	Communication workshop: "Experiments and exercises to complex communication structures" for the Hamburger Berater Team GmbH
11 / 1997	Moderation of the Workshops: "Promotion of economy development in the Märkischen Kreis: Concern together for the development of our enterprises " for the society for the economics and structure promotion in the Märkischen Kreis
02 / 1998	Moderation of the Workshops: "Pilot Schools brainstorming on their inputs for the finally evaluation of the PHARE vocational Education and training reform of programs in Slovenia " for the Centre for Education and Training, Ljubljana, Slovenia
12 / 1998	Moderation of a meeting of experts for „NRW Tourisms-Initiative Bulgaria in Velingrad“, Bulgaria
12 / 1999	Training in communication and presentation for Chamber of Handicrafts Koblenz, Germany
05 / 2001	Training of „Function and Design of Consultancy“ for Federal Institute for Vocational Training –BiBB–, Bonn
01 / 2002	Moderation of „Workshop on a strategy for internal Communication“ for Federal Institute for Vocational Training –BiBB–, Bonn
04 / 2002	Moderation of a workshop on Conflict management at German School, Ankara, Turkey
09 / 2002	Moderation of an expert meeting on „Online Communities“ for Federal Institute for Vocational Training –BiBB–, Bonn
11 / 2004 – 02 / 2005	Training of a team of local Business Consultants, Topics: Resource Management, Marketing and Finance and Investment Planning and Calculation for AGEF, Afghanistan

**LANGUAGES**

English, French (basics)

**INTERNATIONAL ASSIGNMENTS**

Afghanistan, Ethiopia, Bosnia and Herzegovina, Bhutan, Botswana, Bulgaria, Cambodia, China, Croatia, India, Indonesia, Laos, Latvia, Malawi, Mexico, Namibia, Palestine, Panama, Papua New Guinea, Poland, Romania, Slovakia, Slovenia, Sri Lanka, Tanzania, Thailand, Togo, Turkey, Uganda, Zambia, Zimbabwe