

Curriculum Vitae

PERSONAL DATA:

Names: Benjamin Tobias
Surname: SCHERNICK
Date of Birth: 20th November 1976
Place of Birth: Berlin, Germany
Sex, Age: Male, 44 years
Marital Status: Married to Ester Kaino NAKALE, with three children
Citizenship: German, with Namibian Domicile No.: 13/4/3-327/2010

Founder of:



*Capacity Building with
Organizations, Groups and Individuals*

CONTACT DETAILS:

Physical Address: 3 Kenneth David Kaunda Street, Windhoek
Postal Address: P.O. Box 26526
Windhoek, Namibia
Home/Work: +264 - 61 - 22 57 91
Cell Phone: +264 - 81 - 229 48 03
E-Mail: Ben@CCChange.net

EDUCATIONAL BACKGROUND

- June 2010 - Feb. 2014 **Master of Arts in Conflict Facilitation and Organizational Change**
Process Oriented Psychology, Process Work Institute Graduate School
Portland/Oregon, United States of America
Thesis: "Namibia in Transformation: Contributions to the Facilitation of Past and Present Conflict from a Process Work Perspective"
- Oct. 2003 - Jan. 2008 **Bachelor Honours in Social Work and Pedagogy**
Potsdam University of Applied Social Sciences, Potsdam, Germany
- Oct. 1995 - Oct. 1998 **Bachelor of Arts in Administration and Judicature**
Berlin School of Economics and Law, Berlin, Germany
- Sept. 1988 - Sept. 1995 **German Abitur (Grade 12+)**
Droste-Hülshoff-Gymnasium, High School, Berlin, Germany

PROFESSIONAL MEMBERSHIPS & VOLUNTARY POSITIONS

- Mar. 2020 – Mar. 2024 **Programme Advisory Committee Member of the Social Sciences Department at the Namibia University of Science and Technology**
- Dec. 2018 – 2021 (now) **Steering Committee Member of the MenEngage Namibia Network** for gender justice and human rights, as representative of AVP Namibia
- April 2018 – 2021 (now) **Board Member - Waldorf Kindergarten Klein Windhoek, and Treasurer of the Board - Christian Community in Namibia**
- Oct 2016 – 2021 (now) **Co-Clerk of the Quaker Community in Namibia**, which is part of the Quaker Community in Southern African - <https://www.quakers.co.za>
- Feb. 2014 – 2021 (now) **Member of the International Association for Process-Oriented Psychology (IAPOP)** - <https://iapop.com>
- Feb. 2010 - 2021 (now) **Senior Facilitator & Secretary of the Association for the Alternatives to Violence Project Namibia** - <https://avp.international/namibia>

PROFESSIONAL BACKGROUND

- Feb. 2020 – now **Director** (part-time) of the *Nutrition and Food Security Alliance of Namibia (NAFSAN)* – <https://www.nafsan.org>
- Oct. 2018 – Jan. 2020 **Project Director** (part-time) - Synergos Namibia: <https://www.synergos.org>
“Establishing a Civil Society Alliance around Nutrition in Namibia”, as part of the global *Scaling Up Nutrition (SUN) Movement*, administered by UNOPS
- April - Dec. 2017 **Project Manager** (part-time) - NUST / Rlabs Namibia: *"Developing Alternative Models for Livelihood Creation for Marginalized Youth in Namibia"*
- April 2014 - June 2015 **Operations Director** at LifeLine/ChildLine (LLCL) Namibia, responsible for Sustainability Strategies & ChangeAgent (LLCL's Training/Business Wing)

- Since 2005, in Namibia
- Trainer for Conflict Management/Mediation in Namibia, since 2005
 - Developer of Study Guides and Training Manuals, since 2007
 - Lecturer [part-time] at the University of Namibia (UNAM) and the Namibia University of Science and Technology (NUST), since 2008
 - Facilitator, Mediator & Consultant for Organisational Change Processes, incl. Teambuilding, Conflict Resolution and Strategic Planning, since 2008
 - Senior Facilitator, and founding Board Member of the Association for the Alternatives to Violence Project (AVP) in Namibia, since 2009
 - Social Worker, registered with the Health Professions Councils of Namibia since 2014, designated (as per Child Care and Protection Act) with Ministry of Gender Equality, Poverty Eradication and Social Welfare, since 2021
 - Accredited Training Provider for Continuing Professional Development (CPD) for Health Professionals, since 2015
 - Court-accredited Mediator at the High Court of Namibia, since 2018
- 2001-2004, in Germany and Europe
- Social Activist, Training Facilitator & Independent Journalist
 - ✓ Organizing and facilitating workshops on communication and consensus decision making for grassroots activists and journalists in Germany.
 - ✓ Facilitating boys/men-groups and mixed-gender dialogue sessions at the 'Centre for Experimental Cultural Design' in Bad Belzig, Germany.
- Oct. 1998 - Apr. 2001
- Police Detective Superintendent in Berlin, Germany
 - ✓ Focus on sexual- and violence-related crimes and juvenile offenders.

KEY COMPETENCIES

- ✓ Tailor-made design of trainings, consultancies and holistic change interventions.
- ✓ Individual and group counselling, as well as process-oriented coaching and mediation.
- ✓ Design and facilitation of workshops, retreats, and change processes, hereby using a variety of facilitation techniques, exercises and artistic elements to initiate, improve, deepen and sustain individual and institutional learning and growth processes.
- ✓ Applying process-oriented participatory approaches to projects and change management, including cooperative leadership, dynamic governance and consensual decision making.
- ✓ Comprehensive report writing, budgeting, proposal writing and editing skills.
- ✓ Excellent computer skills on Windows/Mac, incl. Word, Excel and PowerPoint.
- ✓ Advanced skills and experiences in WordPress (web design), Monkey Survey (online and offline surveys), LucidChart (process mapping) and MailChimp (newsletter design).

ADDITIONAL TRAINING

- Jan 2021 – (now) **Recognizing White Privilege & Combating Racism**, participation in and joint facilitation of regular meetings of an all-male support group, Windhoek
- Aug. - Sept. 2018 **Understanding Diversity and Inclusion**, 3-week online course at FutureLearn, facilitated by Purdue University, Indiana, USA
- Early 2017 **Cohesion - Dialogue Circles**, two weekend workshops with Paul Mooney, SA
- Nov. 2016 - May 2017 **Mystical Principals of Healing - II** (6 months - online), by Thomas Huebl, with mentoring group sessions for business consultants, by Nicholas Janni

- Aug. 2016 **Systemic Constellation Circle Workshop** (2 days), by Stephan Hausner, Windhoek – www.stephan-hausner.de
- Nov. 2015 **Breakthrough Moments**, ‘Learning at the Edge of our Facilitation’ (2 days) advanced Process Work based skills for counselling and coaching individuals as well as facilitating groups, by Dr. Schuitevoerder in Windhoek, Namibia.
- Sept. 2014 **Family Constellations and Systemic Solutions** (1 day), facilitated by Stephan Hausner, Windhoek – www.stephan-hausner.de
- Sept. 2014 **Sub-granting Award Management** (1 day), by PACT, USAID Namibia
- 2014 - 2015 **Teachers Empowered** (12 months) ‘Train-the Trainers’ pilot project in Windhoek – www.teachersempowered.net & www.leadersempowered.net
- Nov. 2012 **World Work Training** (3 days) 'Deepening the Dialogue: Interactive Learning on Transformation', with Dr. Schuitevoerder, Johannesburg, SA
- Nov. 2011 **World Work Seminar** (4 days) 'Process Work Methodology in Working with Social, Organizational and Systemic Challenges', Johannesburg, SA
- Sep. 2011 **Process Work Seminar** (3 days) 'The Mediator as Mediator - for World's Diversity', with Arnold & Amy Mindell, Yachats, Oregon/US
- April 2011 **World Work Seminar** (7 days) & **721 Vision & Strategy Seminar** (2 days) in Denver/US - Training in Deep Democracy for small or large group conflicts, team building, community crisis intervention and facilitation of forums for human rights dialogue & organisational interventions.
- Nov. 2009 - Mar. 2011 **Process Work: Application for Systems & Organisational Development** Four-part training on 'Personal and Organizational Excellence: Deepening of our Practice' (closed group, 5 days each), Dr. Stephen Schuitevoerder, in South Africa → www.processconsulting.org & www.processwork.org
- In 2009 and 2010 **Dynamic Self-Governance (aka Sociocracy): Advanced Facilitation** 2-months, Online Workshop → www.governancealive.com
- Nov 2009 **Holacracy One – Liberating the Soul of Organisations** 2-weeks, Online Workshop → www.holacracy.org
- Feb. - Nov. 2008 **Alternatives to Violence Project: Basic-, Advanced- and Training for Facilitators Workshops as Participant-Trainer**, 2-3 days each workshop
- Between 2005 and 2007 **Participation in multiple 2-3 day Workshops with Dr. Marshal Rosenberg** (Nonviolent Communication), **Prof. Johan Galtung** (Peace Journalism & Conflict Studies at Transcend Network for Conflict Transformation), and **Prof. Angela Mickley** (Mediation, Conflict Resolution & Peace Education)
- Oct. - Dec. 2005 **CiCo – Online Course in Conflict Transformation**, Understanding & Analyzing Conflict, Planning for & Taking Action, by InWEnt-South Africa
- Between 2003 and 2004 Basic and Advanced workshops on **Conflict Resolution and Consensus Decision Making in Politics and Civil Society**, at Potsdam University of Applied Sciences, by Peter Emerson (Director, De Borda Institute N/Ireland)
- Additional workshops and courses on Mediation**, i.e. “Practical games & exercises”, “Overcoming blockades & dealing with escalated situations”, and “Mediation with groups” at the Office for Mediation in Berlin, Germany
- Basic and advanced courses in Mediation, Conflict Resolution and Peace Education**, at Potsdam University of Applied Sciences, by Prof. A. Mickley
- Courses in “Communication & Conflict Resolution in Communities”**, at ‘Centre for Experimental Cultural Design’, Community Project, Germany
- Basic & Advanced workshop on “Trauma & Shock”**, at ‘Holistic Institute for Health & Social Services’ in Berlin, by Dr. James Feil (Cranio-Therapist)

- Sep.- Dec. 2002 **Diploma Course in “Classical Massage Therapy & Yoga”** - 3 months full-time, at the ‘Holistic Institute for Health & Social Services’ in Berlin
- June 1998 **Dealing with victims and offenders of sexual violence and child abuse**, at Berlin Police Department, by Ray Wyre (Specialist, UK-Police Department)
- 1997-1998 Planning and conducting an independent one-year **Group-Research Project on Youth Violence in Schools and Possible Preventive Approaches**, at the Berlin School of Economics and Law

LANGUAGE SKILLS	<i>Speaking</i>	<i>Reading</i>	<i>Writing</i>
German	excellent	excellent	excellent
English	excellent	excellent	excellent
Spanish + French	good	fair	fair
Afrikaans + Oshiwambo	poor	poor	poor

OTHER SKILLS:

- ✓ Excellent Project Management, analysis, financial planning and administration skills
- ✓ Excellent computer skills [Mac and Windows], especially MS Word, Excel, PowerPoint
- ✓ Excellent internet-based research, communication and networking skills, profound experiences with web-based conflict resolution processes, e.g. via e-mail strings, wikis and open posting platforms
- ✓ Basic graphic and advanced web design skills, experiences with various audio- and video editing
- ✓ First aid (physical and emotional), self-defence (Jiu-Jitsu, Aikido), firearms, defensive driving skills
- ✓ Meditation, Yoga, Qigong and massage therapy – advanced practitioner with basic teaching skills

REFERENCES:

Dr. Stephen Schuitevoerder
International Consultant and Facilitator
 Faculty at the Process Work Institute
 2049 Hoyt St, Portland, OR - USA
 Phone/Cell: + 1 - 503 - 452 1626
 E-Mail: stephen@processconsulting.org
 Web: <http://processconsulting.org>

Ms. Letisia Alfeus
Programme Specialist: Gender
 UNFPA - United Nations Population Fund
 UN House, PO Box 3444 - Windhoek, Namibia
 Phone: +264 – 61 – 204 64 23
 Cell: +264 – 81 – 288 98 88
 E-Mail: alfeus@unfpa.org

Ms. Kasee Ithana
National Director
 Synergos Trust Namibia
 PO Box 90311 - Windhoek, Namibia
 Phone: +264 – 61 – 239 763
 Cell: +264 – 81 – 129 03 55
 E-Mail: eithana@synergos.org

Dr. Stefan Schulz
Deputy Director (Academic)
 Namibia University of Science & Technology
 Private Bag 13388 Windhoek, Namibia
 Phone: +264 – 61 - 207 23 18
 Cell: +264 – 81 - 256 08 20
 E-Mail: sschulz@nust.na

List of Publications, Manuals & Curricula

by Mr. Benjamin Schernick



Training Curricula and Manuals:

- 2020 ***The Digital Dance – Parenting in an Online World***, including an **Online Safety Webpage**, in collaboration with Tulimelila Shityuwete and Patsy Church (www.alkimia.co.za) - UNICEF Namibia and Lifeline/Childline Namibia - www.lifelinechildline.org.na/online-safety
- 2019 ***Conflict Resolution and Communication - Training Manual in English & Afrikaans***, in collaboration with Ms. Wendy Huschfieldt - City of Windhoek, Public Transport Division
- 2018 ***Namibia National Training Resource Kit on Gender Based Violence*** - Ministry of Gender Equality and Child Welfare - <http://manuals.ccchange.net/GBV2018.pdf>
- 2017 ***Communication and Interpersonal Relationships – Training Manual and Facilitators’ Guide***, plus ***Review of Overall Training Approach and Monitoring & Evaluation Tools*** Hanns Seidel Foundation (HSF) in Namibia, Civil Society Capacity Building Programme
- 2016 ***Male Engagement on Gender Based Violence - Facilitators’ Guide*** Evangelical Lutheran Church in Namibia & Council of Churches in Namibia
- 2011 ***Conflict Management and Land Dispute Resolution for Traditional Authorities – Training Manual and Materials, including Training-of-Trainers Manual***
- 2010 ***Customer Care, with focus on dealing with interpersonal conflict and trauma*** Ministry of Veterans Affairs (now under the Office of the Vice President)
- 2009 - ***Conflict Management, including annual review and regular content updates***
2020 Friedrich Ebert Foundation Namibia: Youth Leadership Development Programme (YLDP)
- 2008 ***Skills for Handling Land Disputes for Communal Land Boards*** Ministry of Lands and Resettlement (now Ministry of Land Reform)

Study Guides for Academic Institutions:

- 2019 ***Peace, Conflict Resolution and Mediation – 3rd year module (study guide, for distance education)***, BA Youth Development - Namibia College of Open Learning (NAMCOL)
- 2018 ***Mediation Communication – 3rd year module (study guide, also applicable for distance education)***, BA Communication: Revision of initial guide developed in 2010. - Namibia University of Science and Technology (NUST) - Dpt. of Communication
- 2011 ***Public Speaking and Argumentation – 2nd year module (study guide, also applicable for distance education)***, BA Communication - Namibia University of Science and Technology (NUST) - Dpt. of Communication

- 2010 **Mediation Communication** – 3rd year module (study guide, also applicable for distance education), BA Communication - Namibia University of Science and Technology (NUST) - Dpt. of Communication
- 2009 **Alternative Dispute Resolution** – 3rd year module, BA Criminal Justice - Namibia University of Science and Technology (NUST) - Dpt. of Social Sciences
- 2007 **Conflict Management** – 2nd year module, BA/Diploma Land Management, including Lecturer's Manual. Study Guide was revised in 2011 and 2013 - Namibia University of Science and Technology (NUST) - Dpt. of Land/Property Sciences

Academic Research:

- 2014 **'Namibia in Transformation: Contributions to the Facilitation of Past and Present Conflict from a Process Work Perspective'**
MA in Conflict Facilitation and Organizational Change (Process-Oriented Psychology) at the Process Work Institute, Portland (OR), USA.
www.processwork.org/files/Finalprojects/Schernick-Namibia_Contributions-2014.pdf
- 2007 **'Independent social work in Namibia, an example of an alternative form of development cooperation'** - original title in German: *'Frei organisierte Sozialarbeit in Namibia – ein Beispiel alternativer Entwicklungszusammenarbeit'*
BA Hons in Social Work/Pedagogy - Potsdam University of Applied Sciences, Germany
- 1998 **'Juvenile Crime Prevention in Schools in Berlin'** – joint one-year research project in German, original title: *'Kriminalprävention für Jugendliche an Berliner Schulen'*
BA in Administration and Judicature - Berlin School of Economics and Law, Germany

Other Publications and Interviews

- 2021 **'Let the Youth Speak – Key Learning Report on the #BeFree Movement (2016-20)'**
Office of the First Lady of the Republic of Namibia
- 2019 **"Parenting – The Power of Presence and Relationship"**, TEDx University of Namibia - https://www.ted.com/talks/ben_schernick_parenting_the_power_of_presence_relationship
- 2018 **'Love and Knowledge'** – Master your Destiny, TV Show, 99FM, Namibia (3 April)
'Afrospection with Ben Schernick' - Interview, 99FM, Namibia (3 December)
- 2016 **'Empowering Young People Today for a Future Not Yet known'**, published in 'Youth Matters – 10 Years of the Youth Leadership Development Programme (YLDP) in Namibia' [Bruhns, P. (editor), Friedrich Ebert Stiftung. Windhoek, Namibia]
- 2015 **'Anger'** – Master Your Destiny, Radio Show, 99FM, Namibia (9 October)

Since 2010 Appearances on the Namibia's National Broadcaster (NBC) on Radio and Television programs and shows, such as "Tupopyeni" (Let's Talk) & "Good Morning Namibia" on topics related to *Conflict Resolution, Anger Management, Gender-Based Violence, Communication and Nutrition and Food Security during COVID-19*

Continuing Professional Development Courses for Health Professionals:

Offered through my company, Co-Create Change Consultancies, as accredited training provider with the Health Professions Councils of Namibia (HPCNA - www.hpcna.com):

2016 *Facilitating Relationship Conflict* – 2 days
Dealing with Ethical Challenges – 1 day

2017 *Facilitating Relationship Conflict* – 2 days
Advanced Conflict Facilitation – 2 days
Inner Work: Working on Oneself – 2 days
Dealing with Ethical Challenges – 1 day

2018 - 2020 *Introduction to a Process-oriented approach to working with Relationship Conflict, Trauma, Alcohol and other Addictions, and Ethical Challenges* – 2.5 days

Previous Clients & Partners in Projects

Government Entities

Ministry of ...Education, Arts and Culture, ...Environment and Tourism, ...Gender Equality and Child Welfare, ...Industrialisation, Trade and SME Development ...Health and Social Services, ...Land Reform, ...Safety and Security - Namibia Correctional Services, ...Veterans Affairs, Office of the Ombudsman, Office of the First Lady, Electoral Commission of Namibia, City of Windhoek, Omaheke Regional Council

International Development Agencies:

German International Cooperation (GIZ), Friedrich Ebert Foundation (FES), Hanns Seidel Foundation (HSF), Konrad Adenauer Foundation), John Snow Inc., LUX Development Corporation, Open Society Initiative for Southern Africa (OSISA), Helsinki Diakoness Institute, Embassy of Finland (FLC), UNFPA, UNICEF, UNOPS (Scaling Up Nutrition Pooled Funds), Bread for the World, Goethe Institute Namibia.

Educational Institutions:

Namibia University of Science and Technology (Dpt. of Land and Property Sciences, Dpt. of Social Sciences, Dpt. of Communication, Faculty of Computing and Informatics, Harold Pupkewitz Graduate School of Business, Namibia Business Innovation Institute, Centre for Open and Lifelong Learning, Centre for Enterprise Development, Office of the Dean of Students, Students Representative Council), University of Namibia (Faculty of Humanities and Social Sciences), Namibia Training Authority, Windhoek Vocational Training Centre, Institute for Capacity Development, Welwitchia Health Training Centre, Waldorf School Windhoek, Deutsche Hoehere Privatschule, Van Rhyn Primary School, Dagbreek School

Private Sector & State-Owned Enterprises

Namdia, DebMarine Namibia, Telecom Namibia, MTC Namibia, Nedloans Namibia, Adforce (Publicis and Leo Burnett), Namibia Statistics Agency, TransNamib, Roads Authority, Namibia Institute of Pathology, NamWater, NamPort, Meat Board of Namibia, Gondwana Collection, Conference Link

Civil Society Organisations:

Council of Churches in Namibia, Namibia Institute for Democracy, Legal Assistance Centre, P.E.A.C.E. Centre, Synergos Institute, Desert Research Foundation of Namibia, Namibia Development Trust, Philippi Trust Namibia, Friendly Haven, Lifeline/Childline Namibia, Uitani Children's Radio, Star for Life, Ombetja Yehinga Organisation, Urban Trust of Namibia, MenEngage Namibia, Women's Action for Development, Junior Achievement Namibia, Alternatives to Violence Project in Namibia