

Steven Lichty, PhD

PO Box 2078 ♦ 18 Westlands Ave ♦ Nairobi 00100 ♦ Kenya
+254.792.970.145 ♦ steven@realconsultinggroup.com ♦ Skype: steve.lichty

AREAS OF EXPERTISE

Futures/Foresight, Research, Evaluation, Capacity Building, Governance, Resilience, Localisation, Education, Africa/Asia

KEY SKILLS AND QUALIFICATIONS

- ♦ **Futures Thinking and Strategic Foresight:** Participatory facilitation and capacity development of futures thinking; use of strategic foresight to explore/assess possible, probable, and preferable scenarios that engage with the symbiotic and complex relationships of social, political, economic, cultural, and religious forces in a globalised world; expertise informed by 20+ years of experience in Africa, Asia, Europe, Middle East, and Americas, including transitional, fragile, and conflict-prone countries.
 - ♦ **Teaching and Training:** Over seven years of experience teaching and training at various levels in five countries—English in an elementary school in Russia and kibbutz workers in Israel; high school American History on a hospital ship; African politics, design thinking, and innovation for undergraduates; research methods and international development and graduate/post-graduate.
 - ♦ **Evaluation and Learning:** Conducting various evaluations focused on food security/resilience, democracy/governance, youth empowerment, agricultural sustainability, MHPSS, and WASH occurring in over sixty countries in Africa, Asia, and Latin America; specialisation with Outcome Harvesting evaluation and capacity building; understand key stakeholders' relationship to accountability and learning; work with various donors (USAID, World Bank, UN, SIDA, DFID, Danida, World Vision, etc.).
 - ♦ **Research, Meta-analysis, and Synthesis:** Designing, implementing, and managing various applied research projects, including developing appropriate methodologies/approaches (systems thinking/mapping, regenerative design, complexity theory, etc.); building necessary data collection tools (qualitative/quantitative); providing comprehensive evidence analysis and synthesis; salvaging research/evaluation projects that have gone sideways; writing concise, desk reviews and/or reports that collaboratively develop usable findings; and extensive experience with various data collection tools, including deep-dive research, KIs, FGDs, participatory learning, ethnography, Dedoose, NVivo, NodeXL, SurveyCTO, Kumu, and SPSS.
 - ♦ **Leadership and Management:** Over 15 years of experience and skills gained in a wide array of sectors including project management, business development, capacity building, public relations, diplomatic engagement, social entrepreneurship, grant/proposal writing, human resources, strategic planning, legal, logistics, finance/accounting, and customs/immigration.
 - ♦ **Consulting, Advising, and Coaching:** Utilise cultural intelligence models, organisational development, socio-mental approaches, and designing for human-centred systems to innovatively build capacity in individuals, organisations, and systems.
 - ♦ **Democracy, Development, and Governance:** PhD studies in African politics with a dissertation focused on civil society and local leadership models in Kenya that help or hinder the advancement of good governance and economic stability.
-

PROFESSIONAL EXPERIENCE

Co-Founder and Managing Partner – REAL Consulting Group, Nairobi, Kenya July 2018 - Present

- ♦ Researching regenerative green industrialisation strategies of SADC for the Southern African Institute of International Affairs.
- ♦ Led Save the Children's efforts to build a foresight-capable Humanitarian Affairs Unit to lead localisation efforts.
- ♦ Conducted two outcome harvesting evaluations for the Swedish Mission Council's global capacity development and freedom of religion/belief work via their partnership with 31 member organisations and hundreds of local country partners.
- ♦ Researched/revised USAID's HoRN Framework for resilience, food security, and conflict transformation in the Horn of Africa.
- ♦ Provided research services for DAI/USAID related to agricultural value chains, resilience, and youth in East Africa.
- ♦ Collaboratively designed a USAID toolkit on a collective impact approach to resilience in arid/semi-arid lands.
- ♦ Team-led two evaluations of IDLO's Kenyan Judiciary capacity building project (DFID and Danida-funded).
- ♦ Led closed environment outcome harvesting evaluation of an advocacy program in Asia funded by a large global NGO.

Director and Co-Founder – Global Swarm, Melbourne, Australia October 2022 - Present

- ♦ Launched a virtual assembly of culturally and professionally diverse groups of colleagues who collaborate, scale, and leverage resources for big challenges, high-impact foresight projects and our shared commons.

Member – Grey Swan Guild, Toronto, Canada October 2022 - Present

- ♦ New member of a global network of 4,000 experts in over 90+ countries working at sensemaking within societal, cultural, economic, and education challenges for policymakers, educators, business leaders, and other curious stakeholders.

Co-Founder – Speculative Futures Chapter, Nairobi, Kenya September 2022 - Present

- ♦ Led Nairobi chapter by curating events to showcase and highlight design futures work and practice.

Co-Founder and Managing Director – REAL Studio, Nairobi, Kenya January 2020 - Present

- ♦ Direct an innovative entrepreneurial platform to build futures literacy and foresight capacity with marginalised communities.

Fellowship Advisor – C4DLab, University of Nairobi, Kenya October 2017 - Present

- ♦ Advisor for Innovation Fellowship Programme that utilises human-centred design and multi-disciplinary problem-based learning to empower university graduates to engage more creatively/critically with the socio-economic challenges facing Kenya.

PROFESSIONAL EXPERIENCE (CONTINUED)

- Consultant** – Institute for Development Impact, Washington, DC, USA November 2015 - Present
- Managed developmental evaluation of Mars, Inc. cocoa supply chain sustainability efforts in Sulawesi, Indonesia, including remote oversight of the local data collection team; conducted a mixed-method analysis to produce the final report.
 - Researched the relationship between adaptive co-management concepts/theories and the five DAC evaluation criteria; research used to expand I4DI's integrative evaluation approach and organisational development framework.
- Founder and Social Architect** – The Frontline Group, Nairobi, Kenya January 2012 - Present
- Manage a non-profit founded to build capacity in individuals working in academia, peacebuilding, and NGOs.
- Research Advisor** – Tangaza University College, Nairobi, Kenya October 2016 - May 2020
- Assisted deputy vice-chancellor with research/academic capacity building for faculty and graduate/PhD students.
 - Coached 40 PhD students with conceptualising and implementing their research designs and field research strategies.
- Research Consultant** – World Bank Group, Washington, DC July 2016 - July 2017
- Researched and co-authored a World Bank socio-economic report on the northern economic region of Kosovo.
- Evaluation Officer** – International Republican Institute, Washington, DC July 2013 - June 2014
- Managed an eight-year retrospective outcome harvesting project of civil society capacity building partners in China.
 - Collected/analysed post-election data to measure the programme's impact on participating youth organisations in Cambodia.
 - Pioneered social network analysis as an evaluative tool for Public-Private Partnerships in a Guatemalan municipality.
- International Adviser** – International Law and Policy Institute, Zanzibar, Tanzania July - September 2009
- Conducted ethnographic research, including in-depth interviews with local citizens, party agents, and local/national government officials to assess human rights abuses and underlying contentious issues affecting political dynamics.
 - Collaborated with indigenous scholars and local human rights organisations to better understand the historical and cultural trajectory of the contemporary political struggle between Zanzibar and mainland Tanzania.
- Communications Manager** – Medair, Nairobi, Kenya March 2005 - March 2006
- Managed and designed performance management tools related to internal and external reporting with beneficiaries, staff, HQ, and international donors for emergency relief and WASH activities in South Sudan.
 - Oversaw public relations via the use of brochures, apparel design/production, videos, and press releases.
- Director of International Recruitment** – Mercy Ships, Lindale, TX June 2001 - June 2002
- Directed all international recruitment efforts to staff 17 international offices and three hospital ships.
- Advance Coordinator** – M/V Anastasis, Mercy Ships April 1999 - September 2000
- Trained and organised advance teams that planned future port visits in Europe and Africa for a hospital ship.
 - Managed Cape Town advance team and their work with media, religious groups, healthcare and business personnel.

RESEARCH EXPERIENCE

- Academic Research** – Tangaza University College, Nairobi, Kenya May 2018 - Present
- Current research entails a phenomenological study of the lived experience of PhD students in Kenya.
- Research Advisor** – East Africa Institute, Nairobi, Kenya March 2020 - December 2020
- Provide strategic insight into organisational development, research capacity building, and resource mobilisation.
- Country Representative** – Duke University/World Bank, Dar es Salaam, Tanzania May 2008
- Conducted expert survey among Tanzanian political experts/media personnel on multi-party political effectiveness
- Research Assistant** – Institute for Studies of Religion, Baylor University, Waco, TX May - August 2006
- Researched impact evaluations of faith-based development organisations in Latin America, Africa and Asia.
- Research Fellow** – Ethics and Public Policy Center, Washington, DC June - August 2004
- Researched the history and implications of anti-conversion laws in India and Sri Lanka.

TEACHING EXPERIENCE

- Lecturer** – Tangaza University College, Nairobi, Kenya January 2017 - Present
- Lecture on: development theory, design thinking for human-centred systems, and research methodologies/design.
- Lecturer** – University of Florida, Gainesville, FL August 2011 - May 2012
- Taught Africa Politics and developed/taught a new course on religion, justice, and power in Africa.
- Teaching Assistant** – University of Florida, Gainesville, FL August 2008 - May 2010
- Teaching assistant for three undergraduate courses (American Government and Political Theory)
- History Teacher** – M/V Anastasis, Mercy Ships (Guinea and South Africa) January - June 1999
- Taught 11th-grade American History.

EDUCATION

MPhil Futures Studies – Stellenbosch University, Cape Town, South Africa	February 2021 - October 2022
PhD Political Science – University of Florida, Gainesville, FL, USA	April 2016
♦ Sub-disciplines: African politics, anthropology, and political theory; dissertation: religious pedagogies of political socialisation	
MA Political Science – University of Florida, Gainesville, FL, USA	May 2010
MA International Relations – Baylor University, Waco, TX (semester at University of Edinburgh)	May 2006
African Studies – University of Edinburgh, Edinburgh, Scotland (semester study abroad)	September - December 2004
BA Economics, Business, and Communications – Goshen College, Goshen, IN, USA	August 1994

PROFESSIONAL TRAINING AND FELLOWSHIPS

Rotary Peace Fellow – Chulalongkorn University, Bangkok, Thailand	June 2021 - July 2022
♦ Year-long fellowship related to peacebuilding and conflict transformation, social change initiative focuses on SDGs 16/17 with applied research on community-led trauma healing projects in marginalised communities in Kenya	
IEP Ambassador – Institute for Economics and Peace, Sydney, Australia	October - December 2021
♦ Three modules on Global Peace, Ecological Threats, and Positive Peace	
Conflict Transformation – Metafuture/Tamkang University, Taipei, Taiwan	December 2020
♦ Five modules on exploring conflict transformation and the use of futures thinking	
Futures 101 – Metafuture/Tamkang University, Taipei, Taiwan	May 2020
♦ Eight modules on exploring worldviews, foresight approaches, and mapping alternative and preferred futures	
Certificate in Leading Transformations – Macquarie University, NSW, Australia	May 2020
Futures Thinking – Stanford Continuing Education via Institute for the Future, Palo Alto, CA	April - May 2020
♦ Five courses on futures thinking and foresight strategy development and analysis	
UnSchool Disruptive Design Fellow – UnSchool, Kuching, Malaysia	November 2019
♦ Systems thinking fellowship focused on a disruptive design method for innovative social changemakers	
Certified Life Coach – Institute for International Coach Training, Goshen, IN	December 2016
Certificate – Haas School of Business, University of California, Berkeley, CA	December 2015
♦ Training in global social entrepreneurship, non-profit management, organisational development, and human-centred design	
Certificate in African Studies – Maryknoll Institute of African Studies, Tangaza College, Nairobi, Kenya	December 2010
Certificate in Qualitative and Multi-Method Research – Syracuse University, Syracuse, NY	June 2009

SELECT WORKSHOP FACILITATION

- ♦ Humanitarian Affairs Design Workshop (hybrid—virtual/in-person), Save the Children East and Southern Africa Regional Office and seven local partners, Nairobi, Kenya, 8-9 December 2021.
- ♦ Validation Workshop for Economic Resilience Activity (virtual), USAID/Resonance, Kyiv, Ukraine, 21 May 2021.
- ♦ Outcome Harvesting training/technical support for DAI's USAID-funded governance programme in Malawi March-April 2021
- ♦ Participatory Design Workshop (virtual), Swedish Mission Council, 16 April 2021
- ♦ Food Security Systems Mapping Workshop, USAID, Africa Lead II, and 20+ partners, Nairobi, Kenya, 26 September 2019
- ♦ Evaluation Validation Workshop, International Development Law Organisation, Nairobi, Kenya, 4 June 2019
- ♦ Developmental Evaluation Training Workshop, I4DI, Mars, Inc., Payo-Payo, Makasar, Indonesia, 16-18 August 2017.
- ♦ Debriefing Workshops, International Republican Institute (IRI) and 10 local mainland partners, Hong Kong, 21 April-2 May 2014
- ♦ Social Network Analysis and Public-Private Partnership Training Workshop, IRI, Guatemala City, Guatemala, 23 January 2014

SELECT PUBLICATIONS

- ♦ "State Capture, Citizen Rescue, Communal Regeneration," *Compass*, Fall 2022 (forthcoming)
- ♦ "The Intersection of Trauma-Informed Futures and the Coloniality of Sexuality: Building Futures Consciousness with Kenya's LGBT+ Community," *Foresight*, May 2022
- ♦ Chapter 3 "Disaggregation: The Link to Rethinking how to Effectively Engage Kenyan Youth with Agribusiness," in *Book 9 – Agriculture and Sustainable Development in Africa*, Centre for Democracy, Research and Development, November 2020
- ♦ Chapter 17 "Religious Pedagogies of Political Socialisation," in *Book 8 – Politics and Sustainable Development in Africa*, Centre for Democracy, Research and Development, October 2020
- ♦ Editor, *Moving Africa Towards Sustainable Security and Peace*, Cambridge Scholars Publishing, 2022 (forthcoming).
- ♦ Book Review: Evangelical Christianity and Democracy in Africa, by T. Ranger, *African Studies Quarterly*, spring 2010
- ♦ Book Review: Christianity Politics and Public Life in Kenya, by P. Gifford, *Journal of Church & State*, Fall 2009

SELECT PRESENTATIONS

- ◆ “Trauma-Informed Anticipation; Reconciling the Past, Re-engaging the Present, Re-imagining the Future with Marginalised Youth in Kenya,” Anticipation Conference, Tempe, AZ, 4 November 2022
- ◆ “The Nexus of Trauma Healing and Increased Futures Consciousness,” Development Studies Association, Brighton, UK, 6 July 2022.
- ◆ “Resiliency, Agency, and Foresight,” Institute for the Future, Palo Alto, CA, 27 January 2021
- ◆ “Future of Freedom of Religion and Belief in Asia,” Asia-Pacific Futures Network virtual conference, 21 November 2020
- ◆ “Rainbow Voices from the Margins in Kenya,” virtual APF Futures Festival, 21 October 2020
- ◆ “Introduction to Futures Literacy,” The T.I.E. Show, Bafunde TV, 24 August 2020
- ◆ “Religious Pedagogies of Political Socialisation,” African Studies Association Africa (ASAA), Nairobi, 24-26 October 2019.
- ◆ “The Forest and the Trees: Reflexivity on the African Research Industry,” ASA Chicago, IL, 16-18 November 2017.
- ◆ “Tristructuration: a new theoretical framework for social analysis,” BIEA, Nairobi, Kenya, 01 July 2016
- ◆ “Religion and Politics in Africa,” U.S. State Department, Foreign Service Institute, Arlington, VA, 28 October 2015

LANGUAGE STUDY

French (intermediate) – Swahili (intermediate) – Arabic (beginner) – Spanish (beginner)

COUNTRY WORK EXPERIENCE

Africa: Benin, Botswana, Burundi, Democratic Republic of Congo, Ethiopia, Guinea, Gambia, Kenya, Malawi, Mali, Mauritius, Mozambique, Rwanda, South Africa, South Sudan, Tanzania, Uganda, Zambia, and Zimbabwe

Americas: Canada, Colombia, Guatemala, United States

Asia: Bangladesh, Cambodia, China, Hong Kong, India, Indonesia, Laos, Malaysia, Myanmar, Nepal, Pakistan, Philippines, Thailand

Europe: Belgium, Germany, Moldova, Netherlands, Norway, Russia, Spain, Sweden, Switzerland, Ukraine, and the United Kingdom

Middle East: Egypt, Israel, Jordan, Qatar, United Arab Emirates

REFERENCES

Available upon request