

Ann E. Bueche

Working at the Intersection of Global and Local to
Increase Livability and Protect the Planet

Highly committed, international development professional.

Facilitative leadership and management style focused on
empowering and improving the capacity of individuals and organizations.

Experience with multi-disciplinary teams, diverse clientele, and all levels of staff.

Facility for gaining insight into current situations and structures to identify obstacles and
opportunities, which are translated into organizational change solutions.

Professional Experience Overview

Management & Leadership – Management team member responsible at both the organizational and program level. Responsible for goal setting, budget, reporting. Served as a liaison between leadership team, communication team, and international teams.

Capacity Building Assessment & Program Design – Specialized skills in individual and organization needs assessment with emphasis on operating environment and legal framework. Accustomed to working with technical experts in a variety of disciplines to bring to life complex topics for the everyday person.

Training Delivery & Facilitation – Adult learning expertise and experience with coaching, working meetings, training workshops, seminars, and large conference events for audiences of five to three hundred (in person, and virtual). Work experience in multiple languages and multicultural environments.

Quality Control & Evaluation – For complex programs with various audiences and organizations, prepared appropriate, easy to follow guidelines and glossaries to increase clarity and consistency.

Communications & Content Management – Working independently or with a team of professionals, prepared a full range of information dissemination and public relations content and interventions for awareness building, behavior change, program reporting, marketing, and professional development. Tracked results.

Grant Program Design & Management – Responsible for start-up and management of three-year grant program including grant manual and application format, grant management staff, design of individual grant rounds. Reviewed applications and selected recipients in collaboration with technical experts representing donors and programmatic technical areas.

Areas of Expertise & Interest

Advocacy
Identifying & Sharing Best Practices
Cities – livability, accessibility
Civil Society
Communications
Donor Community
Economic Development
Economic Justice
Environmental Infrastructure
Environmental Justice
Ethics
Ethnography
Evaluation
Governance Systems
Green Infrastructure
Human Rights
Indigenous Communities & Cultures
International Development
Land Management & Ownership
Leadership
Legal and Operational Framework
Livability
Local Government Management
Migration
Multi-Cultural Communities
Municipal Service Delivery
Native Flora & Fauna
Needs Assessment
Net-Zero Cities
Non-Governmental Organizations
Philanthropy
Qualitative Research
Regenerative Ag. and Env. Practices
Regional Development
Restorative Justice
Roles and Responsibilities
Social Inclusion
Social Justice
Sustainability Development Goals
Targeted Universalism
Walkability
Water Management & Ownership
Water Rights
Women's Rights

Ann E. Bueche

Working at the Intersection of Global and Local to
Increase Livability and Protect the Planet

Illustrative Programs & Projects

Social Inclusion: Municipal Governance Program, El Salvador

Serve as the Social Inclusion Advisor for this five-year, U.S. \$30 million USAID-funded program. Collaborated with the MGP team to prepare the Social Inclusion and Gender Integration Strategy. Introduced the concept of targeted universalism. Trained facilitators to collect qualitative data through focus groups to better understand diverse citizen perspectives. Prepared a Governance and Social Inclusion analysis of the Central San Salvador redevelopment plan identifying possible challenges. Focused on the diverse experiences of Residents, Street Vendors, Property Owners, Municipal Leadership, Gangs, Women, and Students. Delivered training for ISDEM (Instituto Salvadoreño para el Desarrollo Municipal) on governance and capacity assessment methodologies.

Leadership & Management: Local Government Partnership Program, Poland

Directed all information dissemination activities on the three-year, U.S. \$25 million program. Managed a team of training, communications, and events management staff plus consultants. Conducted assessment identifying cultural barriers to promoting success, which guided outreach approach. Improved the visibility of the role of local government in service delivery, infrastructure management, and economic development. Designed grant rounds to align with key topic areas and reach diverse recipients. Conducted ten, high quality training conferences each year to improve the skills and capacity of local government professionals and consultants throughout the country. Managed publications and website. Strong name brand recognition of LGPP and its quality programming resulted in consultants interested in gaining rights to use the name at program end.

Executive Education: International Program & Proposal Development, U.S.

Designed and conducted executive staff training for MFC business development, subject matter, and contract staff members to increase their capacity to engage in international development work. Two, two-day workshops covered field research, ethnography, interviewing skills & focus groups, analyzing the RFP, understanding the country & development context, working with the donor, applying a logical framework, determining a program approach, evaluation, and program design.

Qualitative Research & Analysis: Governance Assessment, Detroit, MI, U.S.

Conducted interviews with representatives of twenty plus organizations to learn how they perceive risks to stability as Detroit undergoes relatively rapid economic development in some areas of the city, while other areas continue to languish. Attended related meetings and events, conducted desk research, and presented assessment of potential partners for a possible governance project.

Communications and Public Relations: ICMA Brand Revision, U.S. & International

Working in a matrix management environment, served on the international, communications, and leadership teams and contributed to all aspects of a full-organizational brand review and renewal, which took two years. Collaborated to assess communication formats, select new logo, develop brand communication guidelines, prepare organizational talking points, reorganize materials – especially on the website, and facilitate staff and stakeholder input. Coached and coordinated international offices in brand update. Spearheaded the revision of international materials in accord with the new guidelines, which served as a model for other departments.

Ann E. Bueche

Working at the Intersection of Global and Local to
Increase Livability and Protect the Planet

Publication: ICMA International and Professional Local Government Worldwide

Following the organizational brand review, wrote a substantial marketing document to describe ICMA's approach to supporting professional local government worldwide. Described the genesis of professional local government management and the global trend towards democratic governance, decentralization, and the implications for local government management and service delivery.

Training Design and Delivery: Advocacy and Association Development, Indonesia

Served as training and communications advisor for four years working with the three national, local government associations to increase their institutional capacity to carry out their changing mission and serve their membership. Facilitated problem-solving sessions with association staff to identify social barriers to change and service improvements. Worked with, trained, and coached association leadership and staff. Collaborated with staff to design appropriate strategies and interventions.

Executive Education and Coaching: Academy for International Development, U.S.

Revised training materials and process to better respond to target audience needs. Designed interactive exercises to build on participants' knowledge and increase applicability. Served as the lead trainer collaborating with another subject matter expert to train U.S. professionals on the skills needed to work as an international consultant on USAID-funded programs.

Qualitative Research & Analysis: Vocational Education Assessment, El Salvador

Led a three-person team to assess technical vocational education and training (TVET) systems and organizations. Qualitative field research included semi-structured interviews with 35 people from 22 organizations: universities, technical schools, research entities, grass-roots educational programs, government offices, economic development offices, industry associations, and international organizations. Observational site visits complemented interviews at schools. Desk research was conducted prior to fieldwork. The report synthesized current cultural attitudes toward vocational education, business needs, social constraints, opportunities for engagement and/or intervention, and recommendations regarding potential partners.

Training Design and Delivery: Energy Efficiency in the Water Sector, India

Working with a city manager and engineer, developed and facilitated a five-day training program considering options for sustainable water systems for utility engineers from South Asia.

Training Component of Local Government Public Administration Program, Hungary

Consulted with staff in Hungary to prepare training strategy for the three-year program. Conducted focus groups with mayors to prioritize leadership content. Collaborated with a local government, training expert to design and deliver a five-workshop series (14 days training) to improve the adult-education and training skills of experts who needed to shift from a university lecture style to a consultant role, facilitating input from their clients: mayors and other local leaders.

Proposal Writing: Democratic Decentralization and Citizen Participation, Bolivia

One of two lead writers on successful bid for a \$15 million local governance program in Bolivia. Conducted field research, interviewed non-profit, local government, business and community leaders and analyzed history to identify needs, develop approach, and establish objectives.

Ann E. Bueche

Working at the Intersection of Global and Local to
Increase Livability and Protect the Planet

Professional Experience History

Founder/Consultant, Be Kind. (re)Design.	2008-Present
Planning Commissioner (Volunteer, Appointed), City of Royal Oak MI	2018-Present
Member, Sustainability & Climate Action Task Force (Volunteer), City of Royal Oak	2021-Present
Director, Communications & Training, ICMA International ICMA (International City/County Management Association a 501c.3.), Washington DC	2005-2008
Communications & Training Advisor, ICMA International	2001-2005
Director, Information Dissemination & Public Relations Local Government Partnership Program (USAID funded), Warsaw, Poland	1998-2001
Training Advisor Public Administration Reform Program (USAID funded), Budapest, Hungary	1997-1998
Assistant Director, Latin American / Central European Programs, ICMA	1992-1997
Associates in Cultural Exchange, Seattle, Washington	1988-1990

Education & Additional Information

M.A.	International Relations, Johns Hopkins SAIS, Washington DC/Bologna, Italy
B.A.	Sociology/Anthropology, Kalamazoo College, Kalamazoo, Michigan
Certificate	Adult Learning & Training, Georgetown University, Washington DC (one year)
Certificate	Denver Community Leadership Program (one year)

Languages: English, Native | Spanish, Fluent | Polish, Intermediate | Italian, Basic

Work Locations: Bolivia, Bosnia, Bulgaria, Costa Rica, Croatia, Egypt, El Salvador, Guatemala, Honduras, Hungary, Indonesia, India, Kenya, Mexico, Montenegro, Poland, Saudi Arabia, S. Korea, and U.S.

Hometowns: In Michigan: Saginaw, Kalamazoo, Royal Oak, Detroit; In other U.S. states: Boulder CO, Miami FL, Washington DC, Silver Spring MD, Seattle WA. International: Warsaw, Poland; Budapest, Hungary; London, UK.

Member / Supporter: Association for Training Development, ACLU, Audubon Society, Detroit Institute of Arts, Detroit Public Television, Detroit Sound Conservancy, Gleaners Community Foodbank, Groundwork Center for Resilient Community, EcoWorks, Focus Hope, Michigan League of Conservation Voters, Saginaw Basin Land Conservancy, Soulardarity, National Resources Defense Council (NRDC), National Association for the Advancement of Colored People (NAACP), National Sustainable Agriculture Coalition, National Trust for Historic Preservation, Xerces Society.