





Ann E. Bueche

Executive Leadership | Training & Communications | Program Design | Team Management

Professional Profile

	Dynamic team leader focused on facilitating the success of peers, staff, and collaborators by co-creating goals, providing needed tools, empowering individuals, and removing barriers.
	Strategic facilitator and catalyst accustomed to working directly with diverse audiences, affinity groups, and teams in multiple locations to achieve program and client success.
	Observant and insightful, naturally interested in how smallest details translate into positive user experience, impact culture, support strategic goals leading to lasting improvement.
	Twenty years professional experience with governance, community, and social change programs improving system, institutional, and individual performance. Fluent Spanish.

Leadership & Management - Facilitated team successes through collaboration, co-creation of strategic goals, and clear expectations. Responsible for strategic plan, program development, partner and stakeholder relations, contracts, staffing, budget, and reporting.

Program Design – Whole system approach and perspective including appreciative-inquiry and analysis to understand and address current practice, diverse perspectives, policies, legal framework, socio-cultural norms, narrative, media coverage, acceptability, etc.

Training & Facilitation - Designed and delivered one-hour to five-day workshops. Managed and facilitated conferences for up to 200. Designed and facilitated working meetings. Emphasize experiential learning, skill development, and direct application.

Communications & Content Management – Designed and managed a full-range of outreach for awareness building, behavior change, program reporting, marketing, and professional development.

Assessment - Conducted needs analyses through focus groups, interviews, surveys, observations, and document review to shape strategy, programs, and evaluations.

Diversity, Equity, and Inclusion - Approach DEI through a historic, social justice, and governance perspective. Embrace Targeted Universalism to understand reaching societal and community goals.

Coaching & Mentorship - Coached and managed staff, consultants, and peers for presentations, program delivery, and future opportunities.

Grants – Designed and delivered a three-year grant program including grant manual and application format, staffing, design of individual grant rounds aligned with strategic goals and expanding recipient pool.

Quality Assurance - Developed, presented, and managed guidelines and glossaries to increase quality and consistency across programs. Built relationships and channels to provide a safe environment for sharing info.

Areas of Expertise & Interest

Accessibility
Advocacy
Identifying & Sharing Best Practices
City Management & Services
Citizenship: Rights & Responsibilities
Civil Society & Civic Participation
Communications
Economic Development
Economic Justice
Ecological Regeneration
Environmental Infrastructure
Environmental Justice
Ethics
Ethnography
Evaluation
Governance Systems
Grant Management
Green Infrastructure
Inclusive Practices
Indigenous Communities & Cultures
International Development
Gender and Youth
Land Ownership & Management
Leadership
Legal and Operational Framework
Livability
Migration
Mobility Justice
Multi-Cultural Communities
Native Flora & Fauna
Needs Assessment
Net-Zero Cities
Non-Governmental Organizations
Philanthropy & Donor Community
Qualitative Research
Regenerative Ag. and Env. Practices
Regional Development
Roles and Responsibilities
Social Inclusion
Social Justice
Sustainability Development Goals
Walkability (Roll)
Water Management & Ownership
Water Rights

Illustrative Programs & Projects

Leadership & Management: Local Government Partnership Program, Poland

Served on leadership team and directed all information dissemination activities on the three-year, U.S. \$25 million program, which provided technical assistance and training to hundreds of local governments and outreach to citizens and specialists. Fully engaged from proposal development through close-out. Conducted assessment identifying cultural barriers to sharing success, which guided outreach approach. 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 of local government professionals and consultants throughout the country. Advocated for and won fair base pay for all program staff regardless of previous salary.

Social Inclusion & Training: Municipal Governance Program, El Salvador

Served as Social Inclusion Advisor for this five-year, U.S. \$30 million program. Collaborated with the gender specialist and 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 understand diverse citizen perspectives. Prepared a Governance and Social Inclusion analysis and the Social Inclusion & Gender Integration Strategy.

Sustainability & Climate Action, U.S.

Collaborated to develop the first local government Sustainability & Climate Action Plan for the City of Royal Oak, Michigan. Drafted survey to understand willingness of citizens to adopt new behaviors and barriers to change. Identified strategic and tactical actions needed. Advocated for transformational approach to sustainability – not as a separate project, but a complete approach to local government management by linking the Sustainability Plan to the operating budget and CIP, annual work plans, and department goals.

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 about sustainable water systems for utility engineers from South Asia. Emphasized whole system assessment, including leakage, energy transmission, water facilities, distribution, and end-users.

Training Design & Delivery: Advocacy and Local Gov't. Association Development, Indonesia

Served as training and communications advisor for four years working with three national, local government associations to increase institutional capacity to serve their municipal, county, and provincial members.

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

Revised training materials and process to better respond to needs of target audience of city managers, finance directors, public works directors, among others. Designed interactive exercises to build on participants knowledge and increase applicability. Served as the lead trainer.

Leadership & Training: Local Government Public Administration Program, Hungary

Consulted with staff to prepare training strategy for the three-year program. Conducted research on leadership challenges facing elected officials and contributed to leadership program. Designed and delivered a five-workshop series (14 days training) on adult learning for experts to improve their work with professionals.

Publication “ICMA International and Professional Local Government Worldwide”

Wrote ICMA (International City/County Management Association) white paper describing the genesis of professional local government management and the implications for service delivery.

“E-Learning: An Option for Local Government Training in Latin America & the Caribbean”

Researched and wrote white paper reviewing e-learning tools and their potential for training local government leaders and staff. Paper was resource for regional forum discussing e-learning potential.

Professional Experience

Learning Advisor, Learning and Leadership Development EnCompass LLC, Silver Spring, Maryland (company closed due to USAID contracts not paid)	2024-2025
Independent Consultant, Be Kind. (re)Design. Clients include Management & Training Corporation and Creative Associates International	2008-2024
Member, Planning Commission and Sustainability & Climate Action Task Force City of Royal Oak, Michigan (Volunteer, appointed)	2019-2024
Director, Communications & Training, International Programs ICMA (International City/County Management Association a 501c.3.), Washington DC	2001-2008
Training Advisor Public Administration Reform Program (USAID funded, ICMA), Budapest, Hungary	1997-1998
Assistant Director, Latin America/Central European Programs, ICMA	1992-1997
Assistant Director, Technical Training Associates in Cultural Exchange, Seattle, Washington	1988-1990

Education & Professional Development

Professional Development	
Facilitating Evaluation & Feminine Evaluation	2024
Association of Pedestrian & Bicycle Professionals Annual Conference	2024
Cities for People Master Class with Gil Penalosa	2023
Council of Michigan Foundations Annual Conference	2021
Michigan Planning Association Annual Conference	2021
Federal Reserve Series: Racism and the Economy (various: housing, finance, land use, etc.)	2021
Future of Small Cities Institute, Sustainable Futures Conference	2021
Michigan Clean Energy and Climate Summit	2021
Wayne State U. Center for Citizenship Studies Annual Conference (Technology & Citizenship)	2019
Design Core Detroit: INCLUDE 2019 (Accessible Design)	2019
Wayne State U. Center for Citizenship Studies Annual Conference (Violence)	2017
Institute for New Economic Thinking: Race & Economics in America	2016
Education	
Denver Community Leadership Program, University of Colorado, (one-year, certificate)	2009
Adult Learning & Training, Georgetown University, Washington DC (one-year, certificate)	1997
International Relations, Johns Hopkins SAIS, Washington DC & Bologna, Italy	M.A.
Sociology & Anthropology, Kalamazoo College, Kalamazoo Michigan	B.A.

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

Hometowns: Michigan: Saginaw, Kalamazoo, Royal Oak, Detroit, East Lansing; Boulder CO, Miami FL, Washington DC, Silver Spring MD, Seattle WA. Global: Warsaw, Poland; London, UK.

In-country work experience: Bolivia, Bosnia, Bulgaria, Costa Rica, Croatia, Egypt, El Salvador, Guatemala, Honduras, Hungary, India, Indonesia, Kenya, Mexico, Montenegro, Poland, Slovakia, Saudi Arabia, South Korea, U.S. **International Studies:** Bogotá, Colombia; Pacayas, Costa Rica; Bologna, Italy; Kraków, Poland

Member / Supporter: ACLU, Assoc. for Talent Development, Assoc. Pedestrian & Bike Professionals, Audubon, Detroit Institute of Arts, Detroit Public Television, Detroit Sound Conservancy, EcoWorks Detroit, Focus Hope, Food & Water Watch, JHU, Kalamazoo College, MI Assoc. of Planning, MI League of Conservation Voters, Saginaw Land Basin Conservancy, Saginaw Community Foundation, Soulardarity, Natural Resource Defense Council, NAACP, National Sustainable Agriculture Coalition, National Trust for Historic Preservation, Royal Oak Nature Society, Xerces Society