

Olha Kotska
Berlin, Germany
Nationality: Ukrainian
olha.kotska@gmail.com

I have over 10 years of experience in project management, international collaboration, capacity development and participatory community development. My principal skill is ability to consolidate people with different backgrounds and opinions.

Skills & Competences:

Facilitation and Process Design:

Planning, preparing and implementing of group experiences that are value-driven and collaborative have been one of the main focuses of my practice since I started to work in the civil society sector. Recently, within Tandem programme at MitOst I got experience of designing and facilitating learning spaces for people with different backgrounds and expectations. Programme cycle lasted for 1,5 years, which offered a possibility to harness collective intelligence in conscious and continues way. I feel confident facilitating meetings for over 150 people.

Methodologies that I use include, but are not limited to: Open Space Technology, Appreciative Inquiry, The World Cafe, Conversation Cafe, Pro Action Cafe, Future Search, Future Backwards, Strategic questioning, Mindmapping, Outcome Mapping, Most Significant Change and others.

Management & Communication skills:

I have extensive experience in project management: from setting the objectives of the programme and communication with participants and partners to transformative evaluation to assess programme input. Among my strength is ability to work cross-sectoral and across wider geographies. I am able to communicate complex information to individual and groups, including programme participants, partners and funders.

Certification Program of Human System Dynamics Institute equipped me with the valuable tools to make decisions that respond to the complex nature of participatory processes.

Interpersonal & team skills:

I have developed team skills both in project and organisational structure. In past years I had many occasions to switch from Tandem Ukraine project lead to supporter and collaborator in other MitOst programmes, ex. Tandem Shaml, Dialogue for Change, Advocate Europe.

Accounting & reporting skills:

I have been responsible for managing annual budget of ca. 150 000 Euro, which includes operational and production costs, event management and seed granting, etc. Each budget was composed of few different sources of funding. I have good overview of German reporting standards (Ministry of Foreign Affairs), as well as experience of communicating these standards to organisation with little or no prior experience in international collaboration. Additionally, I have good overview of Eastern European, in particular Ukrainian, state and non-for-profit reporting system.

IT literacy:

I have broad base of experience in both PC and MAC, Microsoft Office suites, presentation formats and project management software (Trello, Slack, etc.) Also, experienced in coordination of both websites and portal developments.

Languages:

Ukrainian (native), English (C2), German (B2), Russian (C1), Italian (B2), Polish (A2).

Employment history:

2018 - current	Facilitator, Process Design, Process & Project manager Clients: Institute of Leadership and Management (UA), Interdisciplinary Corruption Research Network (DE/Int.), Theodor Heuss Kolleg (DE/Int.), Dofa (UA/EU), Europäischer Austausch gGmbH (DE/UA).
2014 - 2019	MitOst e.V. (Berlin, Germany) Project manager of Tandem Ukraine international exchange programme; support in design and delivery of Tandem Shaml (Arab region & Europe), Tandem Turkey, Tandem Community&Participation (DE/BE/NL/UK), Advocate Europe programmes (EU).
2018, 2019	Wikimedia Conference, Movement strategy track (Berlin, Germany) Harvesting team
2013-2014	Participatory community project “Neighbourhood Festival at Pidzamche” (Lviv, Ukraine) co-founder, project manager
2013-2014	State Museum of Natural History (Lviv, Ukraine) Communication & Community manager
2012 - 2013	Centre for Cultural Management (Lviv, Ukraine) Executive director,
2011 - 2013	Project manager of Ukraine Culture Network, Cultural mapping & Capacity development workshops

Formal and informal education:

2019	Visual Practice Workshop with Alfredo Carlo and Marcello Petruzzi
2017	Human System Dynamics Professional Certification with Glenda Eoyang // www.hsdsinstitute.org
2017	Training of Trainers with Bhavesh Patel, certified trainer by The Institute of Cultural Affairs, UK
2014	Viability 2.0. Programme for community leaders, committed to strengthening civil society in Central, Eastern and South-Eastern Europe.
2013	Cultural Policy Exchange Workshop Cycle 2013: Strategy and concepts of policy reforms (Eastern Partnership Culture programme)
2012	Capacity development and strategic planning workshop cycle (European Cultural Foundation)
2008-2010	MA in Cultural Management GIOCA, Innovation and Organisation of Culture and Arts (Università di Bologna, Italia)
2006 -2008	MA in Cultural and Urban Studies MA Program for Sociology and Cultural Studies in Lviv Franko National University

2002 - 2006

BA in Cultural Studies

The National University of "Kyiv-Mohyla Academy", Faculty of Humanities

References:

"Olha is a sparkling, sensitive and on-target facilitator with a widerange of skills and tools at her disposal. She is also sensible analytical think-and-do-er and a solid project manager. On topshe has a warm personality".

Jotham Sietsma, Managing Director at MitOst e.V. (Germany, 2019)

"It has been more than five years since we meet with Olha. During that time we worked on the common projects. Olha was my supportive mentor during Tandem Ukraine program (2014-15) and great colleague. She has a talent which I found very rarely in my professional practice. It is about a balance between result orientation and working process. She always meets deadline and provide result in fantastic quality and at the same time she performs the work process in collaborative manner. What I mean by this, that she could be a great listener, communicator and generator of ideas. Moreover, she both values a personal and collective achievements. Our experience has raised my expectations toward other partners and colleagues, setting the new standards for working process".

Anastasia Ponomaryova, co-founder at Urban Curators (Ukraine, 2019)