

# Steven Lichty, PhD

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## PROFESSIONAL SUMMARY

- ♦ Research, evaluation, and foresight consultant with 25+ years' experience across Africa, Asia, and Europe, focusing on impact assessment, applied research, transformative foresight, MEL capacity building, and organisational development, leading to clients having insight, strategies, and various guiding scenarios to navigate the challenges on the horizon. Specialisation in Outcome Harvesting, social network analysis, systems mapping, and complex evaluation methodologies.
- ♦ A multi-disciplinary education and multi-sectoral experience enable me to understand both the proverbial forest and the trees, along with the symbiotic relationship between economic development, good governance, resilience, and a free and prosperous civil society. This education and experience, combined with strong facilitation, training, and capacity building abilities, qualifies me to assist clients with moving their agenda and intervention strategies to the next level.
- ♦ My leadership style utilises cultural, emotional, and social intelligence, combined with coaching approaches, to facilitate collaborative and innovative environments that integrate holistic thinking at the macro/global level, but within the context of the local communities and interconnected geopolitical and intersectional realities.

## SKILLS & CORE COMPETENCIES

- ♦ Strategic, Systems, Design & Complexity Thinking
- ♦ Qualitative & Quantitative Research
- ♦ Evaluation, Learning, Meta-analysis & Synthesis
- ♦ Transformative Foresight & Futures Thinking
- ♦ Facilitation, Training & Teaching
- ♦ Management, Leadership & Administration
- ♦ Consulting, Advising & Coaching
- ♦ Capacity Building & Organisational Development

## SECTOR EXPERTISE

- ♦ Civil Society, Religious Groups & NGOs
- ♦ Youth Empowerment & Leadership
- ♦ Mental Health & Psychosocial Support
- ♦ Democracy, Governance, & Economic Development
- ♦ Resilience, Localisation, Green Industrialisation
- ♦ Peacebuilding & Conflict Transformation
- ♦ Food & Human Security
- ♦ Human Rights, Advocacy & LGBTQIA+

## CURRENT PROFESSIONAL EXPERIENCE

- Co-Founder & Managing Partner:** REAL Consulting Group, Nairobi, Kenya/Maputo, Mozambique since July 2018
- ♦ Provided research services for DAI/USAID related to agricultural value chains, resilience, and youth in East Africa.
  - ♦ Evaluated Rotary's global Positive Peace Activator programme and provided strategic insight for ongoing programme development.
  - ♦ Led Save the Children's efforts to build a foresight-capable Humanitarian Affairs Unit to lead localisation efforts in Eastern Africa.
  - ♦ Conducted three outcome harvesting evaluations for Nordic CSO's work with freedom of religion or belief.
  - ♦ Researched/revised USAID's HoRN Framework for resilience, food security, and conflict transformation in the Horn of 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).
- Director & Founder:** Frontline Futures, Nairobi, Kenya since March 2023
- ♦ Direct a transformative foresight entity focused on the triple nexus and subaltern populations.
- Director & Co-Founder:** REAL Studio, Nairobi, Kenya since January 2020
- ♦ Oversee an innovative platform to build professional capacity with young entrepreneurs and marginalised communities.
- Founder & Social Architect:** The Frontline Group, Nairobi, Kenya since January 2012
- ♦ Manage a non-profit founded to build capacity in individuals working in academia, peacebuilding, and NGOs.

## CURRENT AFFILIATIONS

- Board Member & Co-Founder:** Participatory Futures Global Swarm, Melbourne, Australia since October 2022
- ♦ Launched a virtual assembly of culturally and professionally diverse colleagues who collaborate, scale, and leverage resources for big challenges, high-impact foresight projects and our shared commons.
- Consultant:** Grey Swan Guild, Toronto, Canada since October 2022
- ♦ Member of a global network of 4,000 foresight experts in over 90+ countries working at sensemaking within societal, cultural, economic, and education challenges for policymakers, educators, business leaders, and other curious stakeholders.
  - ♦ Currently co-authoring a handbook on applied foresight tools and approaches for social change makers.
- Fellow:** Royal Society for Arts, London, UK since January 2020
- ♦ Partner with a global network of changemakers to launch transformative processes to enable people and the planet to flourish.
- Foresight Consultant:** Resilience Frontiers/UNFCCC, Bonn, Germany since August 2022
- ♦ Co-leading team of global experts reimagining planetary health and resilient communities beyond the SDGs.

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### PROFESSIONAL HISTORY

<b>Consultant:</b> Insitute for Development Impact, 4DI, Washington, DC	July 2018 – September 2023
<b>Fellowship Advisor:</b> C4DLab, University of Nairobi, Kenya	October 2017 – July 2022
<b>Research &amp; Academic Capacity Building:</b> Tangaza University College, Nairobi, Kenya	May 2018 – October 2021
<b>Research Advisor:</b> East Africa Institute, Nairobi, Kenya	March 2020 - December 2020
<b>Lecturer &amp; Research Advisor:</b> Tangaza University College, Nairobi, Kenya	October 2016 - May 2020
<b>Research Consultant:</b> World Bank Group, Washington, DC	July 2016 - July 2017
<b>Evaluation Officer:</b> International Republican Institute, Washington, DC	July 2013 - June 2014
<b>Lecturer:</b> University of Florida, Gainesville, FL	August 2011 - May 2012
<b>International Adviser:</b> International Law and Policy Institute, Zanzibar, Tanzania	July - September 2009
<b>Country Representative:</b> Duke University/World Bank, Dar es Salaam, Tanzania	May 2008
<b>MEL Manager:</b> Medair, Nairobi, Kenya	March 2005 - March 2006

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### EDUCATION

<b>PhD African Politics/MA Political Science:</b> University of Florida, Gainesville, FL, USA	April 2016/2010
<b>MPhil Futures Studies (cum laude):</b> Stellenbosch University, Cape Town, South Africa	December 2022
<b>MA International Relations:</b> Baylor University, Waco, TX, USA (semester at University of Edinburgh)	May 2006
<b>BA Interdisciplinary Studies:</b> Goshen College, Goshen, IN, USA (economics, business, communications)	August 1994

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### PROFESSIONAL TRAINING & FELLOWSHIPS

<b>Futures Fellow</b> – Association of Professional Futurists, Global ◆ Two-year fellowship focused on building applied foresight and futures thinking capacities	January 2022 – December 2023
<b>Rotary Peace Fellow</b> – Chulalongkorn University, Bangkok, Thailand ◆ 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	June 2021 - July 2022
<b>IEP Ambassador</b> – Institute for Economics and Peace, Sydney, Australia ◆ Three modules on Global Peace, Ecological Threats, and Positive Peace	October - December 2021
<b>Conflict Transformation/Futures 101</b> – Metafuture/Tamkang University, Taipei, Taiwan ◆ Five modules on exploring conflict transformation and the use of futures thinking ◆ Eight modules on exploring worldviews, foresight approaches, and mapping alternative and preferred futures	May/December 2020
<b>Certificate in Leading Transformations</b> – Macquarie University, NSW, Australia ◆ Six modules on developing change mindsets and managing social transformation strategies	May 2020
<b>Futures Thinking</b> – Stanford Continuing Education via Institute for the Future, Palo Alto, CA ◆ Five courses on futures thinking and foresight strategy development and analysis	April - May 2020
<b>UnSchool Disruptive Design Fellow</b> – UnSchool, Kuching, Malaysia ◆ Systems thinking fellowship focused on a disruptive design method for innovative social changemakers	November 2019
<b>Certified Leadership/Life Coach</b> – Institute for International Coach Training, Goshen, IN ◆ One-year training on life, leadership, executive coaching with focus on cross-cultural techniques and approaches	December 2016
<b>Certificate</b> – Haas School of Business, University of California, Berkeley, CA ◆ Training in global social entrepreneurship, non-profit management, organisational development, and human-centred design	December 2015
<b>Certificate in African Studies</b> – Maryknoll Institute of African Studies, Tangaza College, Nairobi, Kenya ◆ Six month, three module training on peace and justice and the sociology of religion in the African context	December 2010

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### SELECT WORKSHOP FACILITATION

- ◆ The Future of Kwale County – Two-day workshop that engaged youth with developing scenarios for the community, Green String Network/SambaSports Agenda, Kombani, Kenya, 13-14 July 2023.
- ◆ Positive Peace Activator Training – Rotary International and Institute for Economics and Peace, Lagos, Nigeria, 1-3 April 2023, Nairobi, Kenya, 3-5 July 2024.
- ◆ 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.

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## SELECT PUBLICATIONS (See: <https://linktr.ee/stevenlichty> for access to book chapters, articles, reports, blogs, etc.)

- ◆ “Reconciling the Past, Re-engaging the Present, and Reimagining the Future” in *Routledge International Handbook of Trauma*, Routledge (forthcoming)
- ◆ “Healing-Centred Peacebuilding in Kenya” in *Civil Society Responses to Violent Extremism*, Deakin University (forthcoming)
- ◆ “Quantum Feminist Futures,” *Journal of Futures Studies* (forthcoming)
- ◆ “Trauma-Transformative Foresight,” *Journal of Futures Studies*, December 2024
- ◆ “The Ukamaists: the ‘Good Ancestors’ to the rescue in 2050” in *Clima Utopyas*, One Day in 2050, 2023
- ◆ “A Safari Systems Map for Engaging with Africa’s Youth Bulge” Chapter 4 in *Uncertainty: Making Sense of the World for Better, Bolder Outcomes*, Cygnus Publishing Inc. June 2023
- ◆ “The Role of the Chef: Exploring Eschatological and Nationalistic Components in Recipes of Change,” *Journal of Futures Studies*, Vol. 27, No. 4, June 2023
- ◆ “State Capture, Citizen Rescue, Communal Regeneration,” *Compass*, Fall 2022
- ◆ “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

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## SELECT PRESENTATIONS

- ◆ “Exploring the Liminal Spaces between Futures Unconsciousness and Futures Consciousness,” World Futures Studies Federation Global Conference, Paris, France, 26 October 2023.
- ◆ “Positive Peace Framework,” Alliance for Peacebuilding PeaceCon, Washington, DC, 5 May 2023
- ◆ “Trauma-Informed Futures and Empowered Youth,” Legacies of Violence and Trauma’s Repair in the Global South Conference, Kalk Bay, South Africa, 7 December 2022.
- ◆ “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,” DSA, 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.
- ◆ “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

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## LANGUAGE STUDY

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

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## COUNTRY WORK EXPERIENCE

**Africa:** Angola, Benin, Botswana, Burundi, Democratic Republic of Congo, Ethiopia, Gambia, Ghana, Guinea, Kenya, Malawi, Mauritius, Morocco, Mozambique, Namibia, Rwanda, Somalia, South Africa, South Sudan, Tanzania, Uganda, Zambia, and Zimbabwe

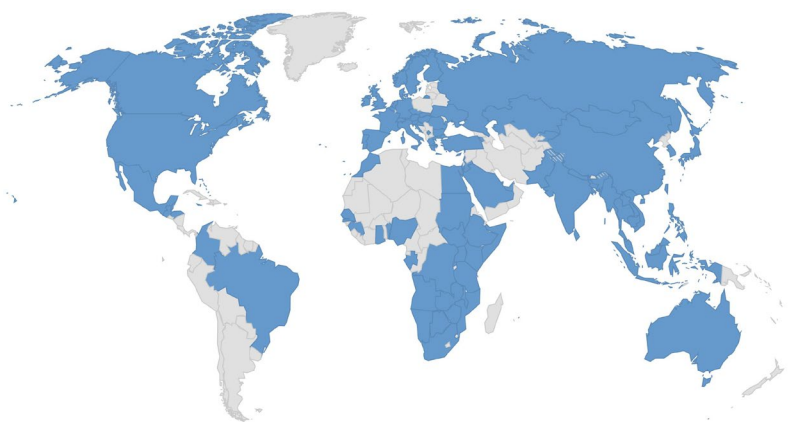
**Americas/Caribbean:** Brazil, Canada, Colombia, Guatemala, Jamaica, United States

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

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

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

**Pacific:** Australia



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## REFERENCES

Available upon request