

Liz
Lennon

Working with People to Create Powerful, Just & Celebratory Places to Work and Live

Sector / Organisation

Action Evaluation + Planning

Sport & Recreation Plans for WA communities

Learning Centre Strategic Planning days

National Travellers Research

Homeless Sector Dublin Review

Partnership Plans—Wexford, Waterford, Clondalkin

Homeless Sector Dublin Learning & Performance plan

Developing Leitrim's Tourism Potential

Cultural Orgs Temple Bar Marketing needs plan

Artists Association Ireland. Strategic planning

Schizophrenia Ireland organizational review/plan

Leitrim Tourism Tourism Development strategy

Consumer Association Ireland strategic plan

Project / Service

Action Evaluation + Planning

Crosscare Dublin Night Shelter Service Evaluation (x2)

Middle Abbey St. Homeless Women's Accom Review

Mapping 3 yr eval. Partnership Arts Project

Pathways 2 yr EU Theatre Training. Schizophrenia Ire.

Sligo Cross Generational Arts Programme Evaluation

HEART homeless research training Evaluation

CAFÉ EU training programme mentor

Visual Artists Ireland NI Professional Dev Prog Eval.

Crosscare Dun Laoghaire Night Shelter Service Eval.

Dublin Simon Ed. Centre Evaluation

Crisis Pregnancy Supported Accom Prog Plan

Queens Uni Armagh Arts Training Programme Eval.

Organisational Development

Learning + Performance

Arts Council Ireland database on performing arts progs.

Depaul Ireland Learning & Performance plan

National Training Plan Simon Communities Ireland

National Training Plan St Vincent de Paul

Temple Bar Properties—Diversion review day

Dublin City Council Arts Based Training prog Eval

Strategic planning in Learning Centres throughout WA

Cope Galway. Created Organisation Quality Standards

Developed SKIL2 with Depaul Ireland

Team reflection day Perth Zoo senior staff

Focus Ireland project info management day with staff

Many Celebration days at the end of long term training

Corporate
Health
Officer
Telecom

Dept. Sport &
Recreation WA
Regional Officer
and Acting
Manager

Community
Development Officer
Geraldton Midwest
Development
Authority WA

Education &
Training Officer
Learning Centre
Link
WA

Ran my own consultancy Focused Solutions in Ireland for nearly 20 years. Worked with non profits; government departments, local authorities and individuals across many sectors—arts, arts in community, homelessness, rural development, EU projects, IT, tourism, education & personal development. Areas of work covered the gamut of boxes on these pages

Set up [1 to 1 Site Design in 1 day](#)

Developing [Life Dreaming Expedition](#)
for online launch 2012

2010 — 2012

2007 — 2012

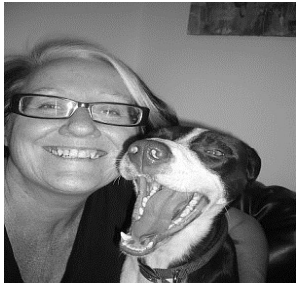
1983

1984 — 1988

1988 — 1990

1990 — 1993

1993 — 2012



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Project + Event Management

- Managed funding scheme for Dept. Sport & Rec WA
- Corporate Health programme Telecom WA
- Corporate Health programme Northam orgs WA
- 2 day Wildflower Industry Conference WA
- Dreaming Day for people with disabilities
- 2 day State Women in Sport Conference WA
- Junior Sport Promotion programme WA
- AAI 1 Day Artist Gatherings around Ireland
- Learning Centre Link conferences for 3 years
- 2 day West Cork Community Arts Conference
- Kamien Committee WA report actions in 1 year
- Life Dreaming days and weekends

Training Provision Facilitation

- Effective Written Communication [many]
- Master Arts. Com. Mus. Limerick Uni Business planning
- Artist/Worker sessions Temple Bar Gallery & Studios
- Arts Council mentor 2 Festivals and Com. Musicians
- Doing Action Research—long term unemployed
- Life Dreaming— older women on benefits
- Common Ground annual day with artists
- Have facilitated hundreds of sessions and conferences
- Build Your Own Site in 1 day [many]
- National Arts worker Course facilitator/trainer
- Chair 1 day conference on high needs homeless women
- Chair Homeless Agency Learning & Performance group

Writing + Social Media

- Hundred of reports that have made a difference
- Arts Councils Ireland Arts & Disability Handbook
- Refugee Information Service Information Pack
- Engaging People doc—Mary Robinson C J Foundation
- Learning Curve Institute e news letters
- A lot of training materials
- Online research & reports—MDC Places Group
- Customised Organisation Quality Standards Framework
- Homeless Agency Learning & Performance programme
- Web site content writing and editing
- Report editing and structuring
- Engaging ALONE Volunteers— ALONE

Tony Duffin Director, Ana Liffey Drug Project : "I have worked with Liz Lennon in three different positions that I have held over the last 6 years. During this period Liz has developed startling strategies that have impacted upon the attitudes, knowledge and skills of entire sectors. Liz develops collaborative relationships with those she works with - Liz's zeal and imagination for her work knows no bounds."

Sean Foy Director, The Learning Curve Institute : "I have worked with Liz over the past eight years. Liz has an incredible ability to provide focused, insightful and helpful solutions to companies. She has a very strong work ethic and is dependable, honest and most importantly fun, I cannot recommend Liz highly enough, she is a real pioneer in the field and I commend any company fortunate enough to avail of her services ."



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Examples of Action Research conducted with vulnerable and hard to reach people

Principles I use when interviewing people

1. Service users have a right to be involved in key research and evaluation that impacts on them
2. Informed consent is important and can be gained in different ways
3. Everyone is treated with respect and their perceptions have validity
4. A conversation style relaxes and engages people and core data can still be gathered

Training long term unemployed people as action researchers over a year to research and develop the first Wexford Area Partnership plan. I also linked with UCC to provide a customized accredited learning programme on community development. The plan was accepted and I ran a further year with the group and UCC as they conducted research from the plan.

Lead researcher on the National Travellers Research team. I conducted over 300 interviews with traveler women, men, young people and children around Ireland. I interviewed them in halting sites and in classrooms. We developed a complex sampling framework and an extensive data gathering process. We also utilized local travelers and workers as gatekeepers to gain informed permission to interview.

Conducted some of the first research for the then Homeless Initiative Dublin. The research involved interviewing many homeless people including a group of young people.

Action Evaluator for Crosscare Rough Sleepers Shelter programmes in Dublin and Dun Laoghaire for 2 years. Worked in partnership with Crosscare, Local Authorities and HSE. Rough sleepers using the shelters were involved in the evaluation process.

Middle Abbey St Emergency Accommodation for homeless women evaluations. Conducted 2 action evaluations at Middle Abbey St. Homeless women using the service had options to complete a survey and be interviewed as well as a group chat. The second evaluation resulted in the development of a specific women only 24/7 supported accommodation service in Dublin.

Trained long term unemployed people as action researchers and report writers to conduct research in their local community. Ballybeg Waterford.

Trained long term unemployed people in action research methods for a local community group. Enniscorthy.

Action Evaluator for HEART project. Ex homeless people in Galway were trained as action researchers and conducted research with homeless people in Galway over a year.

Lead researcher and report writer for the Crisis Pregnancy Programme [HSE] review of supported accommodation services around Ireland. We developed a clear protocol of informed consent for the women we invited to participate in the research process—many of whom were in their 20's.

Action researcher /evaluator for 2 years on an EU Theatre Arts Training programme for people with schizophrenia.



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Action Research Skills—30 Years working as an action researcher and evaluator in hundreds of communities

Referees:

Mary Higgins [ex] Director. Homeless Agency. Dublin.
higginsmc@eircom.net

Kerry Anthony. CEO. Depaul Ireland
kerry.anthony@depaulireland.org

Managing the Research Process

I have managed dozens of research and evaluation processes in Australia and Ireland.

All my work has involved qualitative and quantitative methodologies

I am systematic, effective and efficient through all stages of the process

I work extremely well in complex research environments and have managed diverse teams that have provided real results

I have a lot of experience engaging local authorities, NGO's, the HSE and project workers in research processes

Communication Skills

I have exceptional communication skills and they have been recognized in a range of ways:

- Invitations to develop and chair conferences and working groups in the homeless sector
- Chair of a conference on high needs homeless women
- Development and presentation of a module for the Master of Arts. Community Music. Limerick University.
- My reports have resulted in new services, standards, policies and practices in the Arts and Homeless sectors in Ireland
- I ran Effective Written Communication training days for the Homeless sector for 3 years
- I have written hundreds of reports, many of which include literature reviews

Working with Hard to Reach Populations

A lot of my action research and evaluation work has involved accessing people who appear hard to reach.

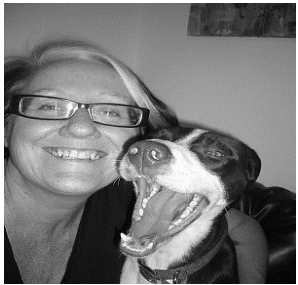
I have interviewed rough sleepers, homeless women, homeless young people, travelers of all ages, people with disabilities and aboriginal women.

Homeless young people aren't that hard to access once the relevant organisations [HSE, NGO's, Local authorities] are contacted.

In the main [particularly in Dublin] NGO's like Focus Ireland will be providing services to this group.

Developing a process of engagement and clarity regarding the purpose of the research with gatekeepers and stakeholders is essential.

This process of engagement and then linking to young people to gain informed consent needs to be built into the research timeline



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Nearly 30 years of working with people across 2 continents has honed a lot of skills and built a wealth of experience.

What have I learnt?

That people want to have a sense of passion, purpose and direction in their work, lives and communities.

Purpose should drive structure and process - so take some time to clarify your purpose and the principles that will drive it all.

Complexity is inherent in all the work so deal with it in ways that help clarify confusion.

Spaces for reflection and celebration are a necessity not a luxury.

It's all about Process AND Product.

A problem centred approach will always find problems. Try focusing on what you have and how that can be leveraged.

A clear and well written report can make a difference.



MITCHELL + ASSOCIATES



Email: focusedsolutions1st@gmail.com

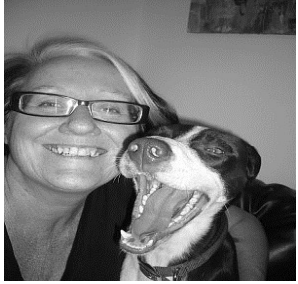
Mobi: 0862552761

Linked In

[Life Dreaming](#)
[1 to 1 Site Design](#)
[Twitter LD](#)

[FB LD](#)
[FB 1 to 1](#)

"Liz has provided research and development support for MDC Places Group on a number of subjects with a particular focus on community facilitation and place making. Her work has been thorough, creative and always done with good intention. Her broad interests and links with arts, community development and personal growth have added to the completed work. I recommend Liz with no hesitation and will continue to engage her when projects require." Mary del Casale. MDC Places Group



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Delighted Clients

Josephine Ahern *Director of Fundraising, Uniting Care Health and Consultant - Global Philanthropic. Australia*

"Liz Lennon is an outstanding professional with the capacity to understand, address and solve complex issues. When consulting to the Homeless Agency in Dublin, Liz delivered many key reports adopted by the former partnership body which included Dublin City Council, the HSE and leading NGO's. Her recommendations led directly to improved services for men, women and families experiencing homelessness; and she also developed a comprehensive and leading edge learning and development program for professionals working in this challenging field. When consulting to The Integration Centre, Liz worked closely with me as CEO to develop a training program for professionals providing information services to refugees, immigrants and authorities seeking to improve their integration initiatives. **Liz brings a wealth of experience, expertise and life skills to her work as well as a rare combination of intelligence, innovation, lateral thinking and practicality.** Liz is an entrepreneur, having created 'Life Dreaming' and she remains a trusted advisor."

Tony Duffin *Director, Ana Liffey Drug Project . Ireland*

"I have worked with Liz Lennon in three different positions that I have held. During this period **Liz has developed startling strategies that have impacted upon the attitudes, knowledge and skills of entire sectors.** Liz develops collaborative relationships with those she works with - Liz's zeal and imagination for her work knows no bounds.

Liam Printer *Director, The Learning Curve Institute . Ireland*

"Liz was hired by The Learning Curve Institute to help us with writing and organising content on our website. She also **provided support for all our social media efforts** such as facebook, twitter and linkedin. Liz is an expert in the truest sense of the word when it comes to IT, social media and writing. She constantly had great ideas on how to grow our business, always delivered on time and was exceptional at conducting research in a detailed and timely fashion. She was a pleasure to work with at all times and her inimitable bubbly personality had a knock on effect on the whole team. I would highly recommend Liz as a Social Media/Web/IT consultant and can guarantee **she will find innovative and creative ways to grow your business that you have never thought of.** Wherever Liz is based in the world, we will continue to seek her vast knowledge, expertise and ideas."

Sean Foy *Director, The Learning Curve Institute . Ireland*

"I have worked with Liz over the past eight years. **Liz has an incredible ability to provide focused, insightful and helpful solutions to companies.** She has a very strong work ethic and is dependable, honest and most importantly fun, I cannot recommend Liz highly enough, she is a real pioneer in the field and I commend any company fortunate enough to avail of her services."

Working with organisations and sectors for 30 years in Australia and Ireland.

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