

Bruce Britton

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Areas of Expertise

- Consultancy and training on organisational learning, organisational performance, organisational development, organisational change and inter-agency working
- Facilitating organisational learning reviews
- Leading and facilitating participatory organisational, programme and project reviews for national and international organisations
- Strategy development in civil society organisations and networks
- Capacity building in large and small civil society organisations

Current position

Organisational consultant with Framework since 1999.

Chartered Member of the Chartered Institute of Personnel and Development (CIPD)

Associate consultant with INTRAC (the International NGO Training and Research Centre) Oxford.

Previous contracts

Conducted two three-day training courses on partner capacity building for Save the Children Myanmar and other international NGOs (2010)

Conducted organisational development assessment of Armenia Round Table (2010)

Developed units for Oxfam-Novib Learning and Knowledge Management Resource Kit (2010)

Assisted Swedish Mission Council with its pilot 'Organisational Learning Support Process' for six member organisations (2009-10)

Conducted evaluation of YMCA Europe 'Roots for Reconciliation' project in Armenia and Georgia, southern Caucasus (2009)

Facilitated a five day workshop on organisational learning for RDRS, Bangladesh (2009)

Assisted the Asian Development Bank knowledge management specialist to prepare an organisation-wide introduction to organisational learning - 'Learning for Change in ADB'. Designed three course frameworks on organisational learning for ADB (2009)

Assisted the Aga Khan Foundation's organisational strengthening specialist at the Geneva Office to develop AKF's approach to programme learning (2008-10)

Team leader of an evaluation of organisational learning in SNV - The Netherlands Development Organisation commissioned by the Dutch Foreign Ministry (2008-9)

Assisted CHF (Canada) to develop its learning strategy (2008)

Supported International Service and Progressio in developing their impact assessment frameworks (2008)

Supported the development of a network strategy for Scottish Environment LINK (2008 and 2005)

Conducted organisational review of Life & Peace Institute, Uppsala, Sweden (2007)

Conducted organisational learning review of INTRAC (2007)

Member of team conducting Peer Review of PSO, The Netherlands (2007)

Conducted a learning review of the International Planned Parenthood Federation (2006)

Facilitated courses on Organisational Development, Learning from Evaluations and Organisational Assessment (2006)

Supported participatory strategy development processes for the International Forum for Rural Transport and Development (2006 and 1999)

Carried out a review of the governance structure of WWF Scotland (2006)

Facilitated action learning sets for the Board chairpersons of six national sports governing bodies (2007 and 2006)

Conducted organisational review for Bernard van Leer Foundation focusing primarily on organisational learning (2005-6)

Developed and reviewed WWF International's organisational assessment (OA) process. OA is used by WWF offices worldwide to identify their organisational strengths and weaknesses and to develop strategies for their own organisational development. (2004-5)

Conducted a review of Tearfund's approach to organisational learning (2003)

Conducted review of the Save the Children Norway Head Office support to its service-providing country offices worldwide. (2003)

Review of WaterAid's approach to organisational learning. (2003)

Clients

RDRS, Bangladesh • Life and Peace Institute, Sweden • International Forum for Rural Transport and Development • PSO • Bernard van Leer Foundation • International Planned Parenthood Federation • British Overseas NGOs for Development • Christian Aid • Save the Children Sweden • Save the Children Norway • UNHCR • WaterAid • Save the Children Denmark • CAFOD • Tearfund • The International NGO Training and Research Centre (INTRAC) • The United Nations Development Programme • WWF Scotland • WWF UK • The Swedish Mission Council • WWF International • Scottish Environment LINK • International Service • Progressio • SNV (The Netherlands Development Organisation) • CHF (formerly Canadian Hunger Foundation) • The Aga Khan Foundation • YMCA Europe • Armenia Round Table • Save the Children Myanmar

Education

1995	M.B.A. (Executive Programme), University of Edinburgh
1990	B.Phil. (with Distinction) Social Work and CQSW, University of Exeter
1974	B.Sc. (Hons.) Environmental Sciences, University of East Anglia

Employment History

1996 to Present	Independent Consultant and Trainer (part time from 1996-8)
1996 - 1998	Save the Children Scotland –Training & Staff Development Manager (Part Time)
1994 – 1996	Save the Children Scotland – Staff Development & Training Officer
1992 – 1994	Save the Children UK – Regional Adviser on Human Resource Development, Kathmandu, Nepal
1988 – 1992	Save the Children Scotland – Staff Development & Training Officer
1984 – 1988	Save the Children UK – Project Director of Training and Consultancy Project, Newcastle-upon-Tyne, England
1980 – 1984	Pilton Youth Programme, Scotland – Community Youth Worker
(1978 – 1980)	Postgraduate social work student – University of Exeter
1975 – 1980	Norfolk County Council, England – Social Worker

Experience Outside the UK

I have carried out consultancies / reviews / training in the following countries:

Africa	Democratic Republic of Congo, Ethiopia, Ghana, Kenya, Rwanda, South Africa, Tanzania & Uganda
Asia	Bangladesh, Cambodia, India, Indonesia, Lao PDR, Myanmar, Nepal, Pakistan, The Philippines, Sri Lanka, Thailand, Vietnam
Europe	Armenia, Denmark, Georgia, Germany, Hungary, Ireland, Italy, Kosovo, The Netherlands, Norway, Portugal, Romania, Russia, Sweden, Former Republic of Yugoslavia

Publications

Britton, Bruce (2005) Organisational Learning in NGOs: Creating the Motive, Means and Opportunity, Oxford: INTRAC (Available at www.intrac.org)

Britton, Bruce (2002) Learning for Change, Stockholm: Swedish Mission Council (Available at http://www.missioncouncil.se/download/18.5b4c3f30107c27e2cd5800010306/02_5_learning_for_change.pdf)

Goold, Liz and Bruce Britton (2001) Strengthening Organisations: North and South, Stockholm: Swedish Mission Council.

Britton, Bruce (1998) The Learning NGO, Oxford: INTRAC (Available at www.intrac.org)

Britton, Bruce and Rick James (1998) 'Non Governmental Organisation Management' Distance Learning Module for MSc External Programme, Wye College - University of London.

Aiken, Mike and Bruce Britton (1997) "The Learning Organisation and the Voluntary Sector", in Cook, Janice, Derek Staniforth and Jack Stewart (eds.) 'The Learning Organisation in the Public Services', Aldershot: Gower.