

UPEACE CENTRE FOR EXECUTIVE EDUCATION ANNUAL REPORT: 2014



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The UPEACE [Centre for Executive Education](#) is located within the United Nations mandated [University for Peace](#). With headquarters in Costa Rica, UPEACE was established in December, 1980 as a Treaty Organization by the UN General Assembly. As determined in the Charter of the University, the mission of the University for Peace is: “to provide humanity with an international institution of higher education for peace with the aim of promoting among all human beings the spirit of understanding, tolerance and peaceful coexistence, to stimulate cooperation among peoples and to help lessen obstacles and threats to world peace and progress, in keeping with the noble aspirations proclaimed in the Charter of the United Nations.”

The UPEACE Centre for Executive Education (the Centre) offers a platform for students to engage with the University for Peace without doing a 1-year, onsite master’s program. Over the past 8 years, the Centre has worked with leaders from around the world to offer transformational educational experiences that are dynamic and engaging while inspiring our participants to have a positive impact in our increasingly interconnected world. The Centre engages with students, educators and leaders through three main types of programming:

1. [Customized university group programs in Costa Rica](#)
2. [Online courses with a capstone Diploma in Social Innovation](#)
3. [Onsite professional development workshops at UPEACE.](#)

Social entrepreneurship is one of the principal subject areas of the Centre’s courses, and we aspire not only to teach others how to influence the world for the better through their organizations, but for the Centre to join the ranks of organizations that make a difference. Our goal is to widely increase the scope and breadth of learning in the area of social innovation. In an effort to do so, we routinely invest our profits back into our students, offering merit and need based partial scholarships for each course that we offer.

MISSION

At the Centre, we offer transformational educational experiences that are dynamic and engaging while inspiring our participants to have a positive impact in our interconnected world.

NEW COURSES

The Centre launched three new courses in 2014: Liderazgo Positivo (Positive Leadership), Designing for Social Innovation and Leadership, and Regenerative Leadership.

LIDERAZGO POSITIVO

Liderazgo Positivo marked our first foray into professional development workshops offered in the Spanish language. After a successful rendition of the Positive Leadership workshop in English in December 2013, we saw a clear demand for the Centre to offer a similar course in the native language of Costa Rica to be more accessible to local leaders. With its central location and easy access via air transit, Costa Rica can be reached from anywhere within the Americas, and we were excited to see participants from Peru and Mexico take part in the Spanish course as well as Costa Ricans. Liderazgo Positivo was offered in March of 2014 and it was a successful experience that brought together marketers, technology experts, graphic designers and independent consultants, among others.



▶ LIDERAZGO POSITIVO PARTICIPANTS MOVE OUTDOORS FOR AN INTERACTIVE EXERCISE

TESTIMONIAL

"The positive leadership workshop provided me with so many practical strategies to apply in my personal and professional life!"

Positive Leadership, Tabitha Espinoza, USA, 2014

DESIGNING FOR SOCIAL INNOVATION AND LEADERSHIP (DSIL)

In 2014 we also launched our first ever field-based course in Southeast Asia, [Designing for Social Innovation and Leadership \(DSIL\)](#). DSIL marks a brand new model for the Centre, combining an online classroom with guided field study in Cambodia and Thailand. DSIL is a global field experience course for multi-stage entrepreneurs & impact driven changemakers delivered in partnership by the Centre for Executive Education and Sarus, a SE Asia peace building NGO. It is a cutting edge program that leverages quality field-based immersion and the convenience of online classes with global thought leaders. The result is a dynamic learning experience for graduate students, professionals and practitioners interested in creating sustainable impact and systems change around the world through social enterprise.

In 2014, DSIL attracted nearly 400 applications from over 100 countries. Last October and November, 30 participants representing 20 countries, came together for a 10 day 'field experience' across Bangkok, Thailand and Phnom Penh, Cambodia. They met with local communities and social entrepreneurs leading innovation at the grassroots level;

additionally 17 online 'Virtual Classroom' sessions with thought and field leaders from Africa, Asia, the Americas and Europe were held in conjunction. In 2015, DSIL will scale up to offer more learning opportunities across Asia. Meet the alumni, speakers and learn more details at dsilglobal.com.



REGENERATIVE LEADERSHIP

Finally, in the last quarter of 2014 the Centre launched a new online course, bringing our total course load to seven regular offerings. [Regenerative Leadership](#) was developed in conjunction with professor, Dr. John Hardman. The new course blends the topics of sustainability and leadership, bringing forth the concept of regenerative leadership, or leadership that seeks to go beyond simply sustaining and maintaining, to actually improving and regenerating. To reach this level as an organization includes fully understanding the different management and leadership frameworks available in the field of sustainable development. Once participants have learned of the types of frameworks available, they can go on to implement one of these at the local level and create meaningful and impactful change. Regenerative Leadership ran in November, 2014 with great success. Not only is it available as a stand-alone, 4-week, online course, but it can also be taken as one of the four elective courses in the Centre's [Diploma in Social Innovation](#), allowing those that lead or hope to launch organizations the option to strategically focus on management for sustainable impact.



▶ Dr. John Hardman,
Regenerative Leadership
course facilitator

NEW PARTNERSHIPS

One of the Centre's goals at the start of 2014 was to seek out and develop exciting new partnerships that could deepen the breadth and impact of our educational programs. We're happy to report that two such partnerships were established and launched in the past year, with the IC3 Academy and the Amani Institute.

IC3 ACADEMY

The [IC3 Academy](#) is an initiative of the GVN Foundation founded on the mantra 'I Can Create Change.' The IC3 Academy Program consists of three separate elements that, when combined, give participants the skills and momentum needed to start a social intra or entrepreneurship program. Participants begin with a 7-day face-to-face conference that guides an emerging idea for social change into a well-formed seed of a project. They are then matched with qualified mentors, all of whom have successfully launched their own social venture, and who



meet with participants virtually to encourage progress and tackle any stumbling blocks that arise.

The final portion of the program integrates the new partnership with the Centre for Executive Education. Participants in the IC3 Academy are exposed to initial concepts and tools necessary to launch a social

enterprise during the initial 7-day conference, but they require additional, targeted capacity building in order to take the next step. As a final element of the Academy, students join the Centre's [Diploma in Social Innovation](#), taking a modified course load over a year-long period to earn the Diploma and attain the tangible skills that are essential to starting their own social venture. The Centre's technical teachings and inspirational reflective classes are the final step in the process of converting IC3 Academy dreamers to practitioners.

AMANI INSTITUTE

At the end of 2014, an MOU was signed between the Centre and the [Amani Institute](#), translating a long-term friendship into a formal and meaningful partnership. The Amani Institute works to address social challenges by creating a higher education model that offers intensive cross-boundary work and practical skills. Based in Kenya and Brazil, they offer experiential learning to build the skills of budding social entrepreneurs.

The UPEACE Centre teamed up with the Amani Institute in a global partnership to allow Amani Fellows who complete their [Post-Graduate Certificate in Social Innovation](#) to smoothly continue their studies with a [Diploma in Social Innovation](#) from the Centre. After completing Amani's intensive, 6-week field course, participants may add on two online courses from the Centre in order to earn their Diploma in Social Innovation. It is expected that most participants will choose to focus on the classes that best compliment their learning while onsite with Amani, most likely gravitating toward the Centre's '[Skills for Effective Negotiations](#)' and '[Mission Impossible? Measuring Impact and Outcomes](#)' courses.

Read more in a [press release](#) announcing the partnership.



COLLABORATIVE PROJECTS

EMIC

In 2014, the UPEACE Centre for Executive Education continued its work as one of four partner institutions in the European Commission funded project [Erasmus Mundus Intercultural Competence](#) (EMIC) alongside University of Deusto, University of Porto and Glasgow-Caledonia University. EMIC was launched in late 2013 to develop an integrated learning program that supports Erasmus Mundus scholarship students in dealing with issues surrounding cultural diversity and using intercultural contexts to their advantage. The Centre joined the project as experts in online education, and is in charge of the project module to develop and convert intercultural competence materials into an online, open-source toolkit that can be made available to all institutions dealing with Erasmus Mundus students.



► THE EMIC TEAM MEETS IN LONDON, JUNE 2014

In this past year of the project, a preliminary baseline study was conducted including in-person and online interviews with students, faculty and administrators. This information was then converted into a detailed 'Needs Analysis' that will inform the upcoming creation of the online toolkit in 2015.

BUILDING CAPACITY FOR THE INTEGRATION OF HUMAN RIGHTS IN CSR

In December of 2014, the Centre was invited to join an ongoing UPEACE program *Construyendo capacidades para la integración de los Derecho Humanos en la Responsabilidad Social Corporativa en Nicaragua, Costa Rica y Panamá* (Building Capacity for the Integration of Human Rights in Corporate Social Responsibility in Nicaragua, Costa Rica and Panama). Throughout the year, business, NGO and civil sector leaders had participated in a series of onsite and online trainings provided by UPEACE. These workshops first guided them through the basic frameworks for international human rights, underlining the importance of incorporating human rights as an integral component of a corporate social responsibility (CSR) plan. Follow-up occurred through an online course which taught participants about a variety of due diligence measures and techniques, as well as the process for creating a grievance mechanism to identify and address human rights issues within organizations.

The Centre provided the closing portion of this project, including an online course and a two-day workshop in Managua, Nicaragua and San Jose, Costa Rica. The online course, led by Centre facilitator and partner Miguel Tello, drew upon elements from our ongoing online course [Mission Impossible? Measuring Outcomes and Impact](#). The current class was translated into Spanish and re-focused to give emphasis to human rights and CSR.



▶ PARTICIPANTS IN THE SAN JOSE ONSITE TRAINING, DECEMBER 2014

The ensuing course introduced participants to the ideas of logic models and indicators, with the aim of helping them create and implement monitoring systems within their organizations to accurately measure the strength of their CSR and human rights programs. The onsite trainings, led by Miguel Tello, Mohit Mukherjee and Julia Delafield, complemented the online portion while focusing on the leadership skills necessary to guide an organization through the transitional process of accepting and incorporating new CSR guidelines. This included modules on design thinking, examining conflict style, appreciative inquiry and the use of circles in times of organizational change.

ONGOING WORK

In addition to the new partnerships, projects and courses described above, in 2014 the Centre worked diligently to maintain and grow the offerings from previous years with university and high school groups, online courses and onsite workshops.

UNIVERSITY PROGRAMS

One of the Centre's specialties is the development and implementation of customized, short-term, faculty-led programs for universities and high schools. Working hand-in-hand with the professors and teachers in charge of these programs, we design high-impact programs that combine class time on the lovely campus of the University for Peace with targeted field visits chosen to complement classroom learning. The combination of the academic preparation, followed by powerful field-based experiences and thoughtful debrief process provides for a truly transformative learning experience.

In 2014, we hosted a total of 8 groups for customized programs ranging from one to fifteen days in length.

- **San Jose State University's Department of Counselor Education: Advanced Seminar in Counseling**
- **Northern Kentucky University: Organizational Leadership**
- **Rollins College: Field Study Program - Education in Costa Rica**
- **University of Indiana, Kelley School of Business: Social Enterprise in Costa Rica**
- **CEA Study Abroad: San Diego University**
- **Montessori Institute for the Science of Peace**
- **Franklin University, Taylor Institute: Academic Travel**
- **Saint Leo University: International Business Management**



"Studying abroad in Costa Rica with UPEACE really gave me a 'real-life' example of all the things I've been learning in class. If you get the chance, go for it!"

– Leslie Lane, student,
Northern Kentucky University



"Planning our week in San José through UPeace was a huge success! The activities planned were a great balance between learning and fun."

– Margot Fadool,
Assistant Professor of Education,
Rollins College

ONLINE COURSES

The Centre's online program and the [Diploma in Social Innovation](#) both continue to be central components to our strategy and global reach. An easy-to-access platform and flexible schedule made for busy professionals allows participants from around the world to join our courses and experience first-hand dynamic materials designed to develop their skills as actors in the social sector. Each course has one or two facilitators who are experts in their respective fields, and participants receive detailed feedback on their ideas and work throughout the course. The global scope of the courses adds a valuable element to course dynamics, providing an exceptional networking experience with people who are facing similar issues in different intercultural contexts.

With the addition of our newest online course this year, Regenerative Leadership, we now offer 7 online courses, each of which is run at least two times per year. The courses can be taken individually, or participants looking for a more in-depth program can enroll in our Diploma in Social Innovation. As part of the Diploma, students take five different courses over an 18-month period, include the required capstone course [Entrepreneurship, Innovation and Social Change](#). For the successful completion of each individual course, participants receive a signed certificate from the University for Peace and the Centre for Executive Education. Upon completion of all five courses, students receive a completed Diploma in Social Innovation, a valuable addition to both their personal and professional education. [Click here](#) to watch a short video on the Diploma program.

TESTIMONIAL

As a mother of 4 and a full time community worker, trainer and consultant, I wasn't prepared to commit to a Master's Degree, but my insatiable appetite for knowledge kept me looking for 'what's next'. After periodically searching, for 2 years, for a course that was flexible for a full time worker, delivered short but high quality units and suited my launch into private consultancy, I discovered the UPEACE's Centre for Executive Education and I was sold!

The diversity of my fellow student's knowledge and geographical locations was exciting! Not only did I learn from highly knowledgeable tutors, I learned by actively engaging with other students online, from around the world, through group activities and by sharing our own stories of success and strategies for addressing challenges in our work!

The tutors created a professional, dynamic and collegial space where teaching and learning was made exciting, relevant and fun!

I highly recommend UPEACE's Centre for Executive Education to my friends and colleagues; it's the only course, in all my years of training, that I have referred back to so often and I'm sure I will continue to do so!

Diploma in Social Innovation,
Dee Brooks - New Zealand, 2014

In 2014, the Centre offered 7 different courses including:

- **Entrepreneurship, Innovation and Social Change**
- **Designing Your Life: Innovating from the Inside Out**
- **Mission Impossible? Measuring Impact & Outcomes**
- **Skills for Effective Negotiations**
- **Educating in Changing Times: Reflect, Rethink, Rebuild**
- **Social Media for Social Innovation**
- **Regenerative Leadership**

These 7 courses were each run multiple times, for a total of 15 courses iterations during the year. In all, 99 students from 41 different countries participated (many of whom took more than one course during the year). Additionally, in 2014 a total of 15 students earned their Diploma in Social Innovation. As the program was launched in August of 2013, the new graduates leave the Centre with a total of 16 students worldwide who have successfully completed the program within its first 14 months of existence!

The Diploma programs continues to be strong, with another 31 candidates currently working toward their degrees.

TESTIMONIAL

The Diploma has changed my life. The classes have been ultra-practical and empowering. I now have real tools that I can implement in my work as a university researcher and team member. I would recommend it to anyone who wants to move from theorizing on how to do social innovation to actually implementing social innovation projects.

Diploma in Social Innovation,
Monica Harvin – El Salvador, 2014

ONSITE PROFESSIONAL DEVELOPMENT WORKSHOPS

In addition to customized group courses and our online program, the Centre offers professional development workshops in Costa Rica. These workshops allow our participants to visit the University for Peace campus and experience the Centre's dynamic curriculum firsthand. The setting at the University for Peace is truly spectacular - rolling mountain views, flowering trees and green areas, teaming with international students from around the world who have gathered to learn about peace building and improving humanity. It truly is an inspiring backdrop for any professional seminar!

In addition to the Spanish language Liderazgo Positivo seminar described earlier, in 2014 the Centre offered two onsite workshops: [Education 2.0](#): Teaching in a fast-changing world, and Positive Leadership. Education 2.0 revamped a course from previous years, bringing in Centre collaborators Mary Ann Kahl and Valerie Schmitz

from [Teach Me Peace](#) as co-facilitators in this week-long seminar on innovation in education. Participants began Education 2.0 seeking inspiration, starting the course with only nascent ideas of a new project or change they could bring to their home institution. Throughout the week, they were presented with concepts and tools such as Design Thinking and a story-telling workshop to nurture these ideas. This allowed participants to graduate from the 5-day course with a wholly developed idea, ready to be implemented upon returning home. This course was offered in July, and brought together university professors, elementary school principals, high school counselors and informal educators from around the globe to share their dreams and experiences.

The workshop was such a success that three of the course participants approached us to determine in what other

TESTIMONIAL



I hold dual-roles at Seattle University: Associate Professor in the Professional Studies Department and Director of the Center for the Study of Justice in Society (CSJS). In my professorial role I currently teach two courses: (1) Social Justice for Professional Practice and (2) Multicultural Perspectives.

I teach courses wherein social justice and human rights are the primary focus. As such, I came to UPEACE to expand my knowledge about these concepts and to learn how these issues are being addressed by other people and being engaged around the world. I also wanted to build relationships and coalitions with like-minded others, so that we can work in solidarity to eradicate injustice.

Onsite Participant Profile: Pamela Taylor, Education 2.0 and Positive Leadership.

ways they could engage with our programs and materials. The activities and relationships that ensued were telling of the fantastic collaborations that arise from onsite programming: the on-going development of a university program with a participant from Golden West College, a new Diploma in Social Innovation participant, and a return participant for our third onsite program of the year in Costa Rica (Positive Leadership)!

In November the Centre offered its [Positive Leadership](#) workshop for the third time, bringing back past participant and Organizational Development professional Lars Nielsen to co-facilitate the course. With a business oriented approach and a passion for human development, Lars led a new module on talent retention.

Also new to the course was an add-on one-day '[FOOL HD](#)' training developed by four participants from Portugal. Three NGO leaders and one social investor teamed together to present the pilot version of this workshop with the mission to 'develop models to give human beings the tools to



► POSITIVE LEADERSHIP AND FOOL HD USE GAMES AND EXERCISES FOR SELF-REFLECTION AND GROWTH

achieve their best fool capacity and train them for their best usage in all their human dimensions.' The energetic and dynamic group of facilitators used games and exercises to engage the group of Positive Leadership participants, University for Peace students and local leaders. The add-on workshop was provided at no additional cost, and allowed the FOOL HD founders to test out and hone new ideas for their burgeoning human development workshop. The experience was highly appreciated by all.

2014 ACHIEVEMENTS IN THE SOCIAL SECTOR

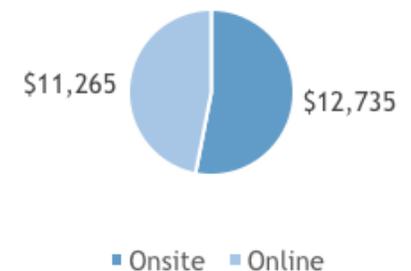
As the Centre strives to advocate and teach concepts of social business, we must, in turn, also work toward solid contributions in the social sector ourselves. As educators and social intra-preneurs, we feel that our role as a social business is achieved through financial contribution in the form of scholarships to both online and onsite courses that allow us to broaden the global scope of our classes. In doing so, the empowerment afforded by the courses reaches a larger audience and, therefore, has increased impact.

SCHOLARSHIPS

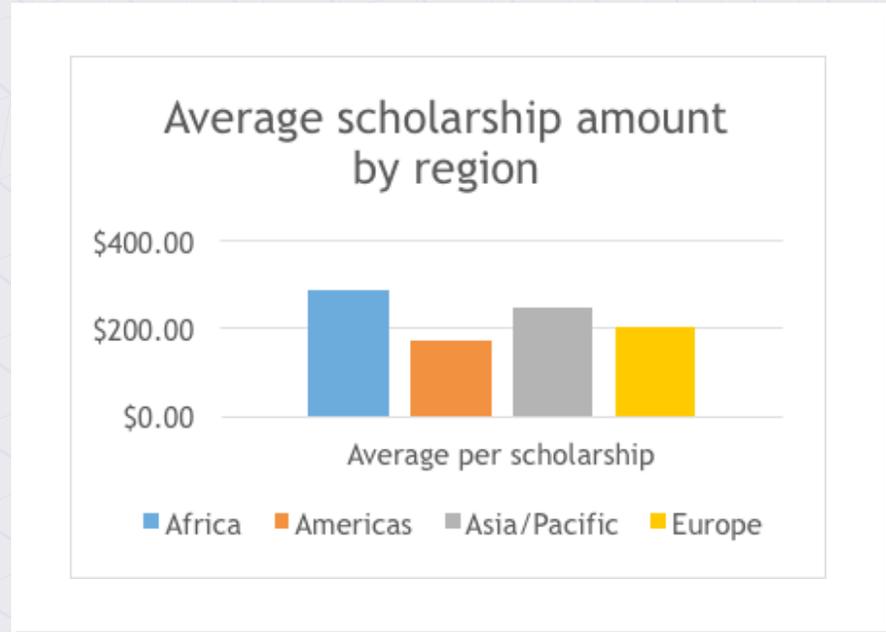
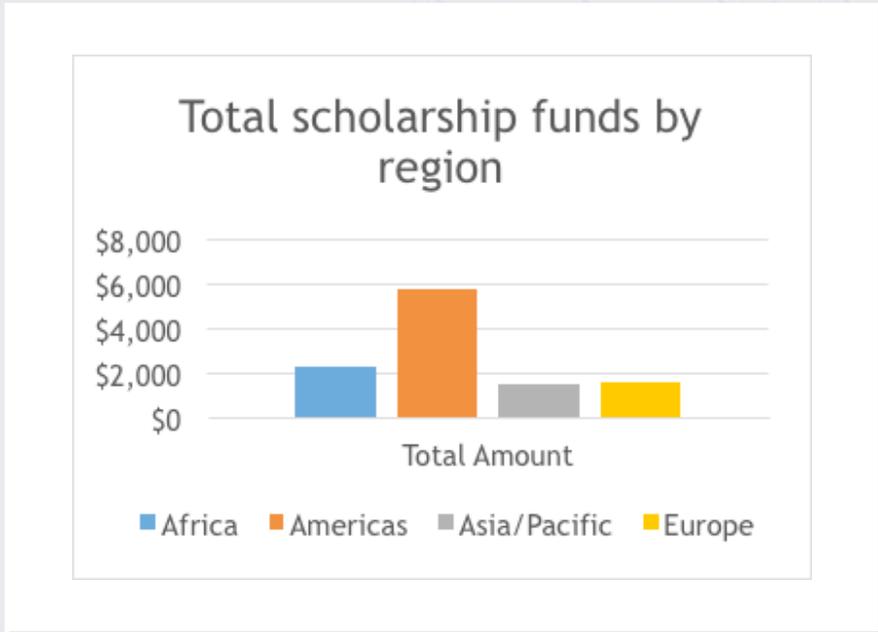
Between onsite and online courses, the Centre awarded a total of 86 scholarships in 2014, totaling over \$23,000 in scholarship funds. 4 full scholarships were offered, while the remaining 82 were partial scholarships granted based on merit and need. By offering many partial scholarships, our aim is to include as many deserving participants in our courses as possible, and to ensure that they represent a wide and diverse base of regional and sectorial interests.

Onsite workshops alone accounted for \$12,735 of scholarship funding in 2014. These funds helped 30 different participants join our workshops. It is an important part of the Centre’s mission to include local Costa Ricans in each of our onsite seminars, and at each of the three onsite programs held in 2014, scholarships were presented to Costa Ricans to encourage their presence.

2014 Scholarship Funds



The remaining \$11,265 dollars in scholarships given went to 56 online students, signifying an average scholarship of \$200 per person. Considering that the Centre’s online courses range from \$495 to \$750, this means that the average scholarship recipient in the online category received nearly a 40% reduction on enrollment fees. The highest number of scholarships was awarded to participants from the Americas, while the largest per person average scholarship amount was given to participants from Africa.



GLOBAL REACH

The second part of our mission as a social enterprise is to spread the geographical reach of our programs and the resulting empowerment and learning as far as possible. With technology making it ever easier to both physically and electronically reach all corners of the globe, we at the Centre feel that it would be both irresponsible and misaligned with UPEACE's UN mandate to neglect an explicit focus on the recruitment of participants from different countries. In fact, our online program was specifically conceptualized to open up the course materials to a wide-ranging audience, allowing participation from people that are unable to be physically present at the UPEACE campus in Costa Rica.

In 2014, we hosted participants representing 41 different nations in our courses. As an interesting aside, a large number of the Centre's course participants are expatriates, living and/or working in a different country than that in which they were born. You can see the full scope of the Centre's global reach below.

AFRICA	AMERICAS	ASIA / PACIFIC	EUROPE
Algeria	Bolivia	Australia	Belgium
Cape Verde	Brazil	Bangladesh	Finland
Egypt	Canada	China	France
Gabon	Colombia	India	Germany
Kenya	Costa Rica	Indonesia	Ireland
Nigeria	Ecuador	Iran	Italy
Rwanda	Guatemala	Oman	Moldova
Sierra Leone	Haiti	Pakistan	Portugal
Uganda	Mexico	Philippines	Switzerland
Zimbabwe	Panama	UAE	UK
	United States		

In addition to broadening and continuing the Centre's three traditional branches of program planning - customized programs for universities and high schools, high-impact online courses and cutting-edge onsite professional development workshops - in 2015 we plan to launch a number of new initiatives to scale-up activities and share our work in high-quality experiential and online education activities.

NEW PARTNERSHIPS

The partnership models that the Centre is exploring with IC3 Academy and Amani Institute have opened the doors and our creative juices to seeking out and establishing new and unique types of partnerships in the coming year. We see the intrinsic value of viewing other educational and professional development organizations not as competitors, but as potential collaborators with unique value adds that can complement and grow our offerings as well as develop mutually beneficial programming for our global participants.

In 2015, for instance, the Centre will launch a partnership with Long Island University through their [LIU Global Program](#). In this distinctive undergraduate program, students prepare as global leaders with 8 semesters in 8 different countries. The shared international scope of LIU and UPEACE is obvious, and we are excited to cultivate our relationship through programs designed to engage LIU Global students in UPEACE Centre online courses and programming. To kick off the new partnership, in February 2015 the Centre will provide a 2-day workshop titled 'Designing Your Life: Innovating from the Inside Out' at the University for Peace campus that fits into the curriculum of first year LIU Global students. As they work to develop goals and research areas for their 4-year program, this workshop will help guide them through the process by focusing on discovering strengths and passions.

We are excited to build this relationship, and to see what other innovative partnerships we can cultivate in the year to come.



CROWDFUNDING SCHOLARSHIP MONEY

As we strive to be the most relevant social business possible, in 2015 the Centre is planning a crowdfunding campaign to help finance scholarship money to deserving students that hope to take the Centre's courses. The Centre will match donated funds dollar for dollar, greatly expanding our impact and allowing us to deepen the scope of the scholarship program. Between primary funds and matched funds, our goal is to raise at least \$4,000 of scholarship money through this program. We plan to distribute this through partial scholarships to extraordinary applicants that show both need and merit, allowing us reach unprecedented numbers of recipients in our courses.

THE UPEACE CENTRE AMBASSADOR PROGRAM

In an effort to recognize and empower previous Centre students, in 2015 the Centre will launch an Ambassadors Program focusing on our online programs. The Ambassador program will be a competitive process in which past students can apply to act as an ambassador to the Centre, a role which will require them to reach out to their local communities about the Centre's programs. All Ambassadors will be recognized on the UPEACE Centre website, providing a platform for them to also promote and grow the social projects and businesses that they are working on. The Centre will appoint ambassadors in different regions around the world in order to utilize local networks to help spread the word about the programs and courses available through the Centre.



Though these are a few of the specific plans we have in mind for the coming year, the Centre always chooses to use the process of [Appreciative Inquiry \(AI\)](#) in our strategic planning. Those familiar with our courses have likely been exposed to this methodology that focuses on expanding proven processes instead of focusing attention on what doesn't work. AI has four main steps:

1. **DISCOVER** > Identify what's working well and your strengths
2. **DREAM** > Envision where you'd like to be in the future
3. **DESIGN** > Plan, ideate, prioritize and take action, being ready to learn along the way
4. **DESTINY** > Embed your design into future plans so that new processes become rituals

In the coming months we will be examining the past year to look for 'what worked well' and to think about how we can build on our strengths in doing more of the work we love. We hope that you (especially since you have read to the end of our annual report) will join us in this exciting journey!

CENTRE STAFF

MOHIT MUKHERJEE

Mohit is the Director of the UPEACE Centre for Executive Education as well as a faculty member at UPEACE. Prior to this position, he served for four years as Education Programme Manager of the Earth Charter Initiative, an international nonprofit organization. He also spent three years in the private sector, at A.T. Kearney, an international management consulting firm based in USA, and three years as an educator in Ecuador. He has a Bachelor's degree in Industrial Engineering from Stanford University, and did his Master's at the Harvard Graduate School of Education, also taking two courses at Harvard Business School on how to start up, manage, and grow social enterprises. Mohit's two young daughters remind him daily of the creative potential that we all have.

JULIA DELAFIELD

Julia is the Associate Director of the UPEACE Centre for Executive Education. She has dual master's degrees from UPEACE and American University in Washington DC, in International Relations and Affairs and Natural Resources and Sustainable Development. Before joining the Centre, Julia spent three years working with a social enterprise dedicated to bringing volunteers and Spanish learners to Latin America. She also is a co-founder of a sustainable vanilla importing venture with her brothers, and has worked extensively with environmental NGOs in the international development field. Julia is from the United States but has lived in Costa Rica for six years, as well as spending significant time in Mexico and Brazil.

CENTRE STAFF

CATRINA ZIESMAN

Catrina is an International Projects Manager from Ontario, Canada with a Bachelor's Degree in Sociology and Cultural Anthropology (minor in International Development) from the University of Guelph. Over the past 6 years, she has worked with grassroots NGO's in projects related to public health and community development. She consults on a Maternal and Child Health project in Kenya, specializing in the community health research and rural extension portion of the work, and in the past worked for a small NGO that specializes in HIV/AIDS programming in Lesotho, Africa. She enjoys practicing her Swahili and the beautifully diverse environment that UPeace provides. Catrina supports the Centre's online education programs.

COURTNEY LAWRENCE

Courtney Lawrence is a SE Asia based university lecturer and the founding director of Designing for Social Innovation and Leadership. Over the past 10 years she has worked globally across the academic, private, and social sectors. She is passionate about the intersection of sustainable economic development, social enterprise and human centered design thinking. Prior to launching DSIL she initiated and scaled a Japan-based program that included social impact fieldwork with university and graduate students from more than 40 countries to India, Thailand, Cambodia and the Philippines. She holds a Master's in Sustainable Economic Development and Responsible Management from UPEACE and has lived, worked and traveled across more than 50 countries.

CENTRE FACULTY

ALEXANDRU BALAS

Dr. Alexandru Balas' research centers on issues of conflict resolution, peace studies, and international organizations. He was a United Nations Spokesperson for the Millennium Development Goals (2006-2008) and a Delegate to the United Nations' 61st General Assembly (2006-2007). He teaches courses on International Relations, International Organizations, European Union Politics, Global Peace Operations, Conflict Analysis and Resolution, Human Rights and Alternative Dispute Resolution, and Culture and Conflict. Alexandru has a PhD in Political Science from the University of Illinois. He teaches the Centre's online course Skills for Effective Negotiations.

HEATHER MCCUEN

Heather is a Writer and Digital Media Strategist, currently working as the Communications and Marketing Manager for Geordie Productions and Imago Theatre in Montreal. After a decade in the private sector, she earned her Master's Degree in Media, Peace and Conflict Studies from the United Nations mandated University for Peace, and is both an alumna and professor of the School of Authentic Journalism in Mexico. She holds an Executive Certificate in the Advanced Study of Nonviolent Conflict from the Fletcher School of Law and Diplomacy's FSI program (in association with the International Center on Nonviolent Conflict) at Tufts University, and her teaching focus is on leveraging online media tools to effect meaningful and innovative social change. Heather facilitates the Centre's Social Media for Social Innovation course online.

CENTRE FACULTY

JOHN HARDMAN

John is a faculty member in the Department of Educational Leadership & Research Methodology at Florida Atlantic University, where he teaches Master's and Doctoral level courses in school administration and qualitative research. He is the departmental liaison to the Palm Beach County School District, and the Chair of the College of Education's Diversity Committee. John is also the founder of Regenerative Organizations, a process consulting firm that specializes in helping civic and corporate leaders facilitate the shift of their organizations toward sustainability and regenerative practices. He is the author of 'Leading for Regeneration: Going beyond Sustainability in Business, Education, and Community' (Routledge, 2012), which is based on his doctoral studies, ongoing research, and work with for- and not-for-profit organizations. John developed and facilitates the Centre's online course Regenerative Leadership.

ASHLEY HINSON

Ashley Hinson Dhakal received her Masters of Responsible Management and Sustainable Economic Development from the University for Peace in 2013. She currently lives and works in Nepal as a user-interface designer for a private company partnering with NGOs/INGOs to build mobile and web-based interfaces for things like tracking government spending, earthquake/disaster preparedness, and mapping at-risk children. Prior to this, Ashley worked as a community organizer at Morehouse College in Atlanta and was the assistant director for the non-profit organization, Homework Hotline. She also has a design consulting business that began in 2008. She is passionate about entrepreneurship and plans to support entrepreneurs in Nepal through education and coaching. Ashley is co-facilitator of the Centre's capstone course Entrepreneurship, Innovation and Social Change.

CENTRE FACULTY

MARY ANN KAHL

Ed.D. Co-Founder of Teach Me Peace Inc. Dr. Kahl's professional work includes that of elementary teacher, principal, superintendent, human resources, and university department chair. She has earned a M.Ed. and Ed.D. in Educational Leadership. She has written and presented internationally on organizational systems, technology integration, project based learning, and diversity. Her unique training includes coursework Authentic Leadership in Action and HumaNext. Mary Ann co-facilitates the onsite workshop Education 2.0: Teaching in a Fast-Changing World.

STEPHANIE KNOX CUBON

Stephanie is a peace education professional based in San Diego, California, where she teaches courses on peace, nonviolence, justice, sustainability, human rights, and service learning at San Diego City College and Chapman University. In addition to her classroom teaching, she serves as the Director of Education for the Metta Center for Nonviolence and as the Peace Education Program Coordinator at Teachers Without Borders (TWB). She earned her Master of Arts in Peace Education from the United Nations-mandated University for Peace in Costa Rica, and her Bachelor of Arts in Environment and Development from McGill University in Montreal. Stephanie currently helps the Centre with facilitation of the online course Educating in Changing Times: Reflect, Rethink, Rebuild.

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ERIC LILJENSTOLPE

Eric is an international consultant specializing in organizational development, leadership development, strategy execution and cross-cultural communication. Eric was born and raised in California but has lived and worked in Central America since 1999. Eric advises the Centre with strategic planning and works as a consultant presenting workshops on leading in multicultural environments.

LARS NIELSEN

Lars is an International Trusted Advisor, HR Executive and HR professional working out of Copenhagen with a wide range of international organizations. Lars co-facilitates the onsite workshop Positive Leadership in Costa Rica in November, and is currently working together with the Centre to co-create new courses for the future.

HEIDI RESETARITS

Heidi Resetarits received her Masters of Responsible Management and Sustainable Economic Development from the University for Peace in 2011. She currently runs her own marketing company and specializes in working with non-profits and small businesses in the fields of health, education, social enterprise and sustainability. Besides her specialties in marketing, Heidi has a background in journalism and has worked as an international student adviser for work, travel, volunteer and study abroad organizations. She is also currently adjunct faculty at Colorado Heights University teaching English as a Second Language, Writing, and Career Development to students from all over the world. She is passionate about working with innovative individuals and groups who are committed to making a positive and sustainable impact where they live and work. Heidi is a co-facilitator of the Entrepreneurship, Innovation and Social Change course.

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VALERIE SCHMITZ

Ed.D., Ph.D. Co-Founder of Teach Me Peace Inc. Dr. Schmitz' professional work includes that of middle school teacher, technology director, instructional designer, principal, e-learning director, evaluator of educator effectiveness, and university instructor. She has written and presented internationally on Social Networking, organizational systems, technology integration, project based learning, and global education. Dr. Schmitz is also an alumni of Authentic Leadership in Action and HumaNext, and she co-facilitates the Centre's online course, Social Media for Social Innovation. Valerie was a co-facilitator for the onsite course Education 2.0: Teaching in a Fast-Changing World, and has helped with the Centre's online course facilitation in the past.

MIGUEL TELLO

Miguel is Director of The Strachan Foundation, a family foundation that supports education and health projects throughout Central America. He is also the Director of the Center for Restorative Practices in Central America, an affiliate of the International Institute for Restorative Practices. He offers restorative practices training and consulting to a variety of NGOs, schools, churches and criminal justice professionals in Central America. He holds master's degrees in public policy and international studies from the University of Washington in Seattle. He is originally from Mexico, but has lived in the US, Brazil and Costa Rica. He speaks Spanish, English and Portuguese fluently. He lives in Costa Rica with his wife and two sons. Miguel developed and runs the Centre's online course Mission Impossible? Measuring Outcomes & Impact. He's also a frequent onsite consultant, providing workshops on the use of circles and on restorative justice. In 2014, Miguel also accompanied the Centre for professional development workshops in Nicaragua and San Jose through the Building Capacity for the Integration of Human Rights in Corporate Social Responsibility project.