

Curriculum vitae

Kjell Ribert

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Name: Kjell Ribert

Date of Birth: 23.08.58

Nationality: Danish

Key experience

Consultancy services, mediation of conflicts, focusing, facilitation, and teaching for various firms, organisations and institutions, based on PCA (Person Centered Approach). Focus on empowering migrants and other employees, increasing the individuals' potential, facilitating HRD-processes and the resolution of conflicts, combining work and linguistic/communicative skills. This includes:

- Conflict management and mediation
- Individual coaching/supervision of leaders and other key persons in working life
- Development and practioner of "Mentor" - approach for workplace based language and communication, main focus on empowerment and methodological approaches for migrants, experienced colleagues and their leaders
- Facilitation of adults' acquisition of foreign languages
- Development of training programmes in Human Resources Management/Development (HRM), coaching processes and workplace based language and communication training programmes for key personnel
- Development of good multi-cultural workplaces - and leadership
- Development and enhancement of effective, cross-cultural and non-violent communication and of teambuilding
- Building up feedback cultures in organisations

Education

- Certified **Focusing Trainer** by The Focusing Institute, 2014, 2 years' curriculum; certifying coordinator from 2016.
- **Degree: Master** in Mediation and Conflict Resolution (MMCR) 2006, 2 years' curriculum, University of Copenhagen, Faculty of Law
- **Degree: Cand. mag.** Sagene Lærerhøgskole (Teacher training college) 1982, 3 years' curriculum. Majors: Special pedagogy
- **Degree: Cand. mag.** University of Oslo 1987. 4 ½ year curriculum. Majors: Social Anthropology; (field work in Andalusia, Spain), Sociology.

Other Training

1991 University of Cambridge, GB (exam sat in Granada, Spain):

Exam of proficiency of English language, grade: "A"

1988 University of Salamanca, Spain

Exam of proficiency of Spanish language - DEUS (Diploma de Español de la Universidad de Salamanca)

1986 - 87 University of Salamanca, Spain

Diploma de estudios hispánicos. One-year course of Spanish, literature, history, geography and history of art.

Languages and Degree of Proficiency

	Reading	Writing	Talking
English	proficient	proficient	proficient
Spanish	proficient	proficient	proficient
Italian	good	acceptable	fair
French	good	acceptable	fair
Portuguese	good	acceptable	fair
German	acceptable	acceptable	fair
Russian	learning	learning	learning
Norwegian and Danish, cover also Swedish	mother tongue		

Employment record (excerpt)

1994-current - Ribert Culture & Communication

Established my own consultancy business. (For details, see list of assignments below.)

2001-2007 – Mediation Services of Oslo and Akershus

Working as a mediator, facilitating management of conflicts. Also engaged in training and supervision of mediators, restorative justice and de-centralization of the mediation services.

1993-2005 – University of Oslo, Norway

Lecturer of Norwegian as a second/foreign language.

1993-1998 – University of Oslo, Norway

Instructor and facilitator. Preparatory courses for students going to study abroad. This includes communication, simulation of cultural differences and intensive language courses in Spanish.

1988-1989 – Hospital Comarcal de la Axarquía, Málaga, Spain

Instructor, Teaching of English as a second/foreign language.

1984-1986 – The Norwegian Committee for UNICEF, Oslo, Norway.

Development Education Officer. Organizing seminars, lecturing. Focus area internationalisation of teaching.

1981-1985 – Human-etisk forbund, Drammen, Norway.

Instructor and facilitator. Alternative confirmation preparation for youth. Semester courses.

1983-1984 – Head of Schools, Oslo, Norway

Evaluating bi-cultural classes, reporting to the Council of Europe.

1983-1984 – NRK, National Broadcasting Corporation, Oslo, Norway

Producer, produced 20 radio- and 3 tv-programmes for the school- radio and television.

Major assignments 1994-current (excerpt)

Conflictology – mediation – facilitation

- **2015 – 2016**
Major Norwegian NGO, mediation, facilitating the development of Conflict management routines
- **2015 – current**
Secondary School in Oslo, mediation, preparing conferencing, facilitating the development of Conflict management routines, coaching leaders and teachers on facilitation and conflict management
- **2014 – current**
International NGO, Nordic Branch, Conflict management, introducing conflict prevention strategies and a feedback culture
- **2014**
Municipality of Oslo, (township), management of - and mediating in a cross-cultural multi-party conflict.
- **2012**
Major University hospital in Norway – one year conflict mediation in Dept with 35 involved parties.

- **2010 – current**
Numerous Trade Unions in Norway; Two days' training programme/course; experiential learning on communication and conflict management.
- **2006** Radisson SAS Oslo Plaza Hotel, Conflict resolution, Team building and Leader training in Dept of 100 employees.

Focusing – coaching – communication – leadership

- **2016 – current**
 - Introducing Focusing in Russia; training psychologists and other facilitators in the approach of focusing.
- **2010 – 2012**
 - Drogseth Inc. (Tinsmith Company), facilitating empathic and efficient communication amongst the directors and in the board.
 - National association of tinsmiths; On becoming a manager – Mentor program empowering tinsmiths to employ writing, calculation and computerization at work.
- **2008 - 2009**
Municipality of Oslo, (Søndre Nordstrand Township), Group supervision of all 50 managers/leaders in the municipality.
- **2005 - 2013**
Supervision of leaders and employees at three centers for refugees, includes coaching, conflict management and mediation as well as team building.
- **2002-2003**
Coaching and communication programme for the Scandic Hotels (major hotel chain in Scandinavia)
 - Seminars, lectures and workshops for selected groups of leaders and employees
 - Empowerment of employees at the housekeeping department
- **2003**
The Norwegian Directorate of Immigration. Nationwide tour with major day seminars on OD, organization of cross-cultural teams and coaching
- **2001- 2005**
Lånekassen for utdanning (The State Educational Loan Fund) Seminars on cross-cultural communication
- **2002**
Oslo Sporveier (public transport service company) **On becoming a manager – a one-year recruitment program for 19 bus drivers**. Main focus on developing coaching- and communication abilities; ability to supervise and motivate employees, and to perform situational leadership
- **1998- 2001**
Directorate of taxation Seminars on cross-cultural communication

“Mentor” - approach for workplace based language and communication

- **2005 - current**
Municipality of Oslo (Various Townships) Supervision of leaders, conflict work, team building, “Mentor” - workplace based language- and communication training, main focus on empowerment and organizing mentors among experienced employees.
- **2010 – 2012**
 - Diakonova; Supervision of leaders, conflict work, team building, “Mentor” - workplace based language- and communication training, main focus on empowerment and organizing mentors among experienced employees.
- **2003 - 2005**
Oslo Vann- og avløpsverk (Dept of water supply and sewage in Oslo); Coaching, “Mentor” - workplace based language- and communication training, main focus on empowerment and organizing mentors among experienced employees.
Oslo Taxi. Recruitment of immigrant drivers from competing enterprises. “Mentor” - Workplace based language- and communication training, main focus on empowerment and organizing mentors among experienced taxi owners/drivers.
Municipality of Oslo, Dept for Family and children, refugee office. “Mentor” - Workplace based language- and communication training, main focus on empowerment and organizing mentors among experienced employees.
- **2000- 2002**
Scandic Hotels AS. 2-year Action Research Program funded by The Norwegian Employer Organization: Consultancy for the hotel departments, particularly the house keeping department, “Mentor” - workplace based language- and communication training, team-building and conflict management.
- **1995-1997**
Norwegian Directorate of Immigration. Cross-cultural communication and comprehension.
- **1994-1996**
IBU (Immigrants and OD) responsible for pedagogical development in the project)

Minor assignments 1994-current (excerpt)

LIN – Likestilling, integrering og nettverk (Equal opportunities, integration and network), training of both mentors and mentees in their mentoring program – with the purpose of getting mentees engaged at the labour market.

SAJO – Sammen om en jobb (Together for a job), training mentors for the relationship with the mentees, in their mentoring program – with the purpose of getting mentees engaged at the labour market.

Diakonhjemmet University College, Dept of Mediation, Training and lecturing on the following topics; “Facilitative approaches in mediation”, “Ethics in mediation”, “Non-violent Communication”, “Supervision”

Various organisations, institutions and firms, mediating workplace conflicts

Various private parties, mediating family- and marital conflicts

Norwegian School of Management (BI) “Crisis management” and “Cultural Comprehension and Communication”

National Veterinary Institute, individual coaching of head of section on language, conflict management, communication, team building and leadership.

Wiborg & Rein, lawyers, individual coaching of lawyer on language and communication.

Norwegian Council of exportation Preparatory courses for experts going to work abroad. This includes communication training and simulation of cultural differences

FNL (Fisheries National Organization) Project on the integration of Tamils in the fish processing industries in Finnmark, Northern Norway

KIFF (Organization of meat producers) Training programme and seminars for efficient communication

A number of municipalities and counties Seminars for teachers on workplace based language- and communication training with focus on empowerment.

International assignments (excerpt)

Ribert Culture & Communication Introducing Focusing in Moscow, Russia; training psychologists and other facilitators in the approach of focusing, Sept 2016 till today. Workshops in English, translated to Russian, (3-4 workshops/year) (www.focusing.org)

Ribert Culture & Communication Teacher training Centers in The Balearic Islands; On facilitating the acquisition of a foreign language. Courses for school teachers in Mallorca, Ibiza and Menorca, workshops/lectures in SpaniMarch 2017.

Runday, Swedish minor enterprise – facilitating empathic and efficient communication, 2016

Nordic Mediators – Board member, March 2010 till today

Ribert Culture & Communication – 2014 – current, On-line facilitation program for acquisition of English

PCE2015, International Forum for PCA, Izvorani-Snagov, Romania – “Acquiring a foreign language – despite attending a course”, with Ana Maria Arruda Lana (Brazil)

Carl Rogers’ 2nd annual birthday conference, San Diego, USA 2015 – “On acquiring language”

PCE2013, International Forum for PCA, Ceara, Brazil – “Connecting to your language acquisition potential”

Spanish Focusing Institute, 2013 – 2 day workshop; “Focusing and the acquisition of foreign languages”

CEP-Baza, Spain – intensive communication training for Directors at secondary schools, and for staff; Sept 2010, Nov 2010 and May 2011

Guadalajara, Mexico – Nov 2010 “*On becoming a HRD consultant*” Bi-annual training programme, training psychologists.

Guadalajara, Mexico– March 2010, Nov 2010; ITESO-University; mediating intra departmental conflict and team building process; lecturing for a number of departments; two day workshop on Mediation of Conflicts

PCE2010, 9th World Conference Person-Centered and Experiential Psychotherapy and Counseling, Workshop “Integramigante” – communicative, integrative training programme, Rome, July 2010

PCE2010, International Forum for PCA, Lecture ”Integramigrante” – Moscow, May 2010

Instituto los Neveros, Granada, Spain, “Team building and communication” 1st Week course, May 2010, 2nd Week course, Sept 2010, 3rd week course Nov 2010

Nordic Mediators and Mediators Beyond Borders; lead facilitator at COP15 – mediators; 2day workshop for 70 international mediators. Copenhagen Denmark, Dec 2009.

2nd Iberamerican congress on Focusing, Chile, “Facilitative communication”, workshop, Oct 2009

Hospital Vall d’Hebron, Barcelona, Spain, Lecture on Mediation, Dec 2009

Council of Europe – Strasbourg, France, expert meeting on integration of minorities and providing social services to all cultural groups

Iberamerican encounter Forum on PCA Colombia, (person centred approach), “Mentor” – lecture, Oct 2008

Instituto los Neveros, Granada, Spain “Mediation and facilitative communication, lecture, 2008.

University of Cordoba, Spain, 2007 Dept of Mediation, Lecturing on “Culture and Communication”