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Results of Worst Global Development TOR/SOW Awards:

Clever terms to capture client aggravations:

Over(power)ed Panel: More interviews for a 20 day contract than for a Fortune 500 CEO position.

Reference Dementor: In a rush to find a consultant and then asks for 3 references.

Squeamish Scheduler: Vague timing on next steps or interviews.

Client in the Shadows: Vague or confusing ToRs.

Short Thrifter: Insufficient contracting days, by a long shot.

Shape Shifter: Work that in no way resembles the original ToR. Only realizes what is desired after agreed upon methodology/workplan has been implemented or contract signed.

Miracle Expecter: Miracles for \$600? Miracles for \$500? Going, going, gone! To the consultant with the magic wand.

Absentee Boss: Where'd my contract supervisor go? Lack of engagement once the work has started.

Time Traveler: ToRs whose first deliverable is due prior to the application closing date. Delay of retainer fee payment is such that rushed work gets completed prior to payment.

(continues on next page)

Greetings ICBWorld Colleagues!

As we prepare to bring another year of global challenges, uncertainties and also personal achievements to a close, we invite you via this newsletter to enjoy some laughs, hear from your colleagues, and readup how you can join us either in-person or virtually for year-end/new year networking opportunities!

Thanks to all who contributed to our satirical **“Worst Global Development Terms of Reference (TOR)/Scope of Work (SOW) Awards”**. Fellow member **Elena Reilly** came across an article that poked fun at the power differential between applicants and recruiters/employers in the academic hiring process within the field of anthropology. She was inspired to ask ICBWorld members for their take of similar nominations, listed along the sidebars on pages 1-2.

Sue Telingator who recently obtained her PhD after consulting for several years explores her decision to take the plunge and go back to school for that elusive PhD. We hope her viewpoint on pages 3-4 may help others who are considering this potential avenue. You will also meet our Europe-based fellow member **Karen Hoehn** on page 4.

We invite you to learn about recent events relating to **research, health insurance/retirement planning** and join in our upcoming networking gatherings on Dec 16 (in person) and Feb 2 (virtual) along with an **orientation to navigating our website**. We are planning 2023 panels on bid/grantwriting and training/facilitation so if you are interested in sharing your expertise in either topic, please let me know.

Harambee*,
Marjorie Macieira

ICBWorld Chair
marjmaci@yahoo.com

* *“We all pull together” in Swahili*





Consultant Viewpoint: PhD Pursuit??

Catapulting into the Unknown: My Journey Back to School at the Apex of My Gender Career

By Sue Telingator

Photo courtesy of Cottonbro

I began my work in international development mid-career after spending several years in the private sector as a journalist, ghostwriter, audio producer and public relations flack. I didn't know where it would lead, I only knew I was interested in improving the lives of women and girls. I had listened to the radio broadcast of the United Nations' World's Conference on Women in Beijing and was inspired by the words of then-First Lady Hillary Clinton who said, "women's rights are human rights and human rights are women's rights." I joined the Peace Corps and spent the next two years as an English teacher in a Namibian rural high school. When I returned, I got my master's degree in International Public Administration. I was ready and armed to make a difference! However, the development world was not ready for me.

I spent the next several years trying to focus on changing the lives of women and girls but found very few opportunities that allowed me to do so. I found a job working for a mid-size implementing partner doing communications work and I did gender work on the side, after hours. No one knew what it was, didn't much care, and didn't see the need for it. After a while, our client, USAID, started noticing my gender inputs into our proposals and my company encouraged me to continue.

I moved overseas after that, working for the USAID Mission in Senegal and again tried to pull gender work into my job as the Development Outreach and Communications Advisor. The Foreign Service National at the mission who was assigned to gender hadn't done very much. Being careful not to step on his toes, I encouraged the mission to do a gender assessment and developed a Scope of Work. I got a thrill when trying to understand the ways we could address the lives of Senegalese women and girls within the sectors of health, economic growth, governance, and education work at the Mission. At the same time, then-Secretary of State Clinton decided to gender mainstream our foreign policy framework and both State and USAID increased their focus on gender equality in development.

I came back to the US after spending six years overseas, but I still didn't find a lot of opportunities to do the work that I cared about so much. The development world still needed my communications skills more than my gender skills. After two years of doing short-term technical assistance gender assignments, when I could find them, and longer-term communications stints, I decided it was time to take the ultimate plunge. I thought that if I went back to school and got a PhD in gender, my depth of knowledge would lead to more fulfilling assignments at the very most, and at the very least, I would have a deeper understanding of why our gender in development approach was not working and what we could do to fix it.

I started my PhD program at the University of Massachusetts, Boston School for Global Inclusion and Social Development at the age of 54. I may have been the oldest student in my program, but there were a couple of other women and one man who were also from my generation. During my time in the program, I convinced another woman in her 50s that it was okay to go back to school at our age and she joined the following fall. From the outside, it may have seemed a foolish decision for a single woman heading into her retirement years to give up four-to-six years of her earnings while becoming a full-time student. For me, it was one of the best decisions of my life. In nearly every decade of my life, I have done something adventurous. *(continued on next page)*

Results of Worst Global Development TOR/SOW Awards *(continued)*:

Suspicious Overseer: Ties up consultant's time with extended "planning/checkin" meetings.

Penny Pincher/Cheapster: Does not pay fair rates and their "cheap" costs us plenty.

Credit Due Absconder: Does not give credit to consultant author.

Absentminded Publisher: Publishes consultant work but forgets to inform them or share final copy.

Donor Tagliner: "World Peace in 3 weeks for \$20."

Cake Taker Award: Client asks for a second (panel) interview without confirming the time, just the day. Consultant repeatedly requested time but no response so goes ahead with scheduling other appointments. Lo and behold, on interview day, around 10 AM, the recruiter says the panel is ready for the interview at 2 PM. Consultant withdraws application! Who wishes for a client characterized by that level of chaos, arrogance, or lack of engagement??!

Consultant Creeds:

"You [client] can have it good, you can have it fast, or you can have it cheap— you get 2 out of 3."

"I wish to deliver what you really need, but am not willing to work for free due to your mutability and/or incoherence."

"Show me your contracting process and I can tell what kind of client you are."

PhD Pursuit??

This would be my leap of faith for my “50s decade.” While not for everyone, for someone who loves learning, it was a real joy. I got to work with students from all of the world, learning about what issues they felt were important, understanding their perspectives on the United States and its work overseas, and learning a great deal more about gender issues in international development, including feminist theory. Most importantly, I learned how to be a professional researcher—something I didn’t learn enough about in my master’s program.

It wasn’t always easy. Going into the world of academia is like learning a new language. I had to adjust how I framed issues as a practitioner, as well as my writing style. I also had to adjust my lifestyle, moving into a smaller apartment to save money, and learning to do without nice vacations. Perhaps a bigger issue than I care to admit was giving up my “status” as a subject matter expert. No one deferred to me as the most experienced person in the room anymore. I was just another seat filler to a professor.

As a communications professional, writing a dissertation didn’t scare me. I was eager to get to that part of the program because I knew I would enjoy writing another “book” on a topic of my choosing. I started my research in 2018, right after the mid-term elections. I wanted to understand why there was a sudden influx of Black women running for Congress, more than ever in our nation’s history. I finished my dissertation in May, working through the pandemic, through a full-time remote position at a development firm, and through all the complications of not going back to school. My work, titled: “21st Century Identity Politics and Social Protest: How the Dynamics of Race and Gender Influence Black Women’s Decision to Run for Congress,” used a transdisciplinary approach of Black Political History, Black Feminism, Sociology and Political Science to understand why so many Black women ran for Congress (and continue to do so).

Just as I was finishing, I realized that my timing could not have been more perfect. Due to the new USAID Administrator, Samantha Power, as well as all the changes that had taken place with the previous administration, gender and social inclusion were elevated to the forefront of the work we do. There was a new push at the Agency to center this work and development firms were looking for gender experts. Suddenly, after years of cobbling together opportunities to do the work I loved, my skills were in demand! Having a PhD allowed me to increase my rate, as well as the opportunity to do more interesting work. My timing was perfect! I have no regrets taking this journey and I encourage anyone who is thinking about it to take the plunge.

Dr. Sue Telingator continues to work on gender and international development issues. She found an agent for her dissertation and is currently in the process of transforming it into a commercial work for publication.



From Membership Manager Alana Kolundzija

Each month members should receive an automatic reminder from Memberpress of when their ICBWorld renewal is due.

I will also send out an email when your renewal month is coming up.

Renewing insures you have access to the listserv, website and it supports ICBWorld’s managing expenses.

If you wish to renew at a different level than you have before, you will need to re-register as unfortunately is not possible to switch levels otherwise.

If you are uncertain of your renewal status just check your website dashboard.

For further assistance, or any listserv issues please reach out to me at: alana.kolund@gmail.com or our web guru Joe Mando at: joemando2010@gmail.com

Upcoming and Recent Events



To advertise/share ICBWorld info, resources and membership with colleagues, just refer them to the link below:



<https://icbworld.org/>

UPCOMING

Dec 16, 1pm Metro DC Winter Hike- Join us for a merry hike along the Potomac River canal at Angler's Footpath trailhead. We'll hike and enjoy cookies to share/exchange. Easy parking or metro rides available. Contact Patti at: patti@pattipetes.com

Feb 2, 12 -1pm EST Virtual New Year Networking Event – Our most popular event to help connect and avoid post holiday blahs! Come have some fun and meet your colleagues for future partnerships. Save the date and watch for an invite!

ICBWorld's Website Orientation- How do I find the right colleague consultant for co-bidding on a project? Where do I post a great article or resource I think other members will appreciate? ICBWorld's website demystified! (date in 2023 TBA)

For 2023 – Conundrum calls, Webinars on Bid/Grant Writing and Training/Delivery & more (Dates to TBA) If you wish to help, please contact: marjmaci@yahoo.com

RECENT

ICBW Conundrum Call on Freelance Research- Discussion with brief reflections from four researchers on collaborations that proved to be nourishing as well as to delivered strong results. Recording available via link below with this Passcode: %k#7A9Re

https://us02web.zoom.us/rec/share/1JUu6jPzo897WLijvCboNiU6-n7e9zKXhD2Q0nfEqLZJD4SCi2zDrXQaGRtcYFw2.5LQI-BzmSb8gLn_W

Konektid Presentation- AidKonekt platform monitors USAID forecasted opportunities, enabling searches and country, sector, and competitor insight. To learn more about how you can benefit contact: Mike Shanley mike@konektid.com

Health Insurance/Medicare/Finanal Planning for Retirement- If interested in services, contact: For Health Insurance: Sarmed Rashid sarmed@venteur.co; For Financial Planning: Alyssa Witt awitt@myubiquity.com

CONSULTANT OF THE MONTH: Get To Know Your Colleagues!



Name: Karen Hoehn

Residence:
Brussels, Belgium

INTERESTING FACT: I love being my own boss, creating partnerships and teams suitable for specific pieces of work, learning from clients, controlling my workload and directing my own personal mission and professional fulfillment. This leaves me time for a good life, spending time with loved ones, walking in the woods with my dogs, gardening, engaging in my community and learning about permaculture, while thoroughly enjoying my work!

TYPE OF CONSULTING: I help nonprofits, foundations and multilaterals with:
- European donor aid policy and funding research, analysis and mapping
- External representation, liaison and partnership development
- Advocacy strategy, coordination, tool and message development
- Advocacy-related evaluation

LENGTH OF TIME CONSULTING: Since 2013.

CONSULTING EXPERIENCE HIGHLIGHT: Too many to list! I'm thrilled to have helped some of my clients who are doing incredible, soul-fulfilling work, honored when they profile my work for them in public venues, invite me to speak and/or travel to be with them.

CONSULTANT STRUGGLE: The occasional shape-shifting client – who engages you for one piece of work but changes their mind when the work is nearly done – is annoying. Also annoying: the client who can't keep their own deadlines. Each of these enables an opportunity to renegotiate the deal, but it's much easier to manage my own workload when others stick with the agreed plan.