



Lichia Saner-Yiu

Date of Birth: 14 June 1949 **Nationality:** Swiss and Chinese
Marital Status: Married
Education: 1983-1984 Post Doc in Organisational Psychology |
Columbia University, USA
1975-1978 Ed.D. in Psychology |
Indiana University, USA
1973-1975 M.S. in Counselling Psychology | Indiana University,
USA
1967-1971 B.A. in Philosophy |
Chinese Culture University, Taipei
Languages: Mandarin mother tongue
English fluent
French basic knowledge
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EMPLOYMENT HISTORY

2021 – date Co-Director, Geneva Centre of Global Business, UPB, Geneva
2015 – date Programme Director, Global Leadership Programme (GLP). Geneva.
2003- date President, Academy for Quality in Training and Education (AdeQuaTE®),
Geneva, an accredited certification body by the Swiss Accreditation Service
1993- date: President, Centre for Socio-Eco-Nomic Development (CSEND), Geneva, a
United Nations accredited NGO with Special Consultative Status
1988-date: Partner, Organisational Consultants Ltd., Hong Kong and Geneva.
1992 Study Director, Senior Staff Course Centre, Hong Kong
1984-1988: Consultant and management trainer, Management Consultancy International,
Geneva.
1983-1984: Post-doctoral fellow, Teacher's College, Columbia University, New York,
Department of Organisational Psychology.
1978-1983: Associate Professor, Chinese Culture University, Taipei, Department of Child and
Youth Welfare.

TEACHING HISTORY

Programme Director, 2015- date, Geneva Summer Programme on Global Leadership (GLP), designing and chairing a two-week summer programme initiated with partner universities - Nagoya University and Chung Cheng Univeristy in 2015.

Visiting Professor, 2018 – date, National Interdisciplinary Institute on Ageing (NIIA), Southwest Jiaotong University, Chengdu, China.

Visiting Professor, 2020 – 2025, Olave School of Business at UPB, La Paz, Bolivia.

Visiting Professor, 2018 - 2021, Master Programme on Global economics and social affairs (GESAM), Università Ca' Foscari Venezia, Venice.

Professor, 2020, Sustainable Development and Research, EMBA, Universada Privada Bolmana (UPB), La Paz, Bolivia

Professor, 2008-2009, University of Geneva, International Organisations MBA, co-teaching Organisational Behaviour and Change Management, Geneva.

Visiting Professor, 2009, National Chengchi University, IMBA, teaching two block seminars on business diplomacy and leadership for the non-profit organisations.

Visiting Professor, 2007 to 2008, National Taiwan University of Science and Technology, School of Business, teaching Performance Management, course of the EMBA programme, Taipei.

Visiting Professor, 2003- 2004, National Cheng Chi University, School of Business, teaching Intercultural Human Resource Management course of the IMBA programme, Taipei.

Visiting Faculty, 2002, 2004 Pepperdine University, teaching a doctoral seminar on Organisation Development in a global context, Monterrey.

Visiting Faculty, 1999, *Teachers College, Columbia University*, teaching graduate level seminar on intercultural conflict resolution at the Centre for Cooperation and Conflict Resolution, New York.

Lecturer, 1990-1996, *St. Gallen University*, NDU, teaching graduate level seminar on management approach in South-East Asia.

Visiting Faculty, Summer 1993, *Teachers College, Columbia University*, Summer Learning Institute, teaching graduate level seminar on organisational learning in the transnational context.

Visiting Professor, Spring 1989, *National Chengchi University*, Graduate School of Business Administration & Graduate Institute of Psychology, teaching graduate level course on organisation development and Human Resource Management.

Lecturer, 1987-1992, *Basle University*, Institute of Business Management (Betriebswirtschaftliches Institut), co-teaching a seminar on international business negotiations.

Visiting Professor, 1985, *Beijing Institute of Machine Building and Industrial Management*, Department of Management, Beijing, teaching MBA courses on organisational behaviour and general management.

Associate Professor, 1979-1983, *Chinese Culture University*, Department of Child and Youth Welfare, teaching both graduate and undergraduate level courses on counseling and group dynamics.

EDITORIAL & REVIEW FUNCTIONS

Editor of Special Issue on Ageing, Productivity and Socio-Economic Development, *Public Administration and Policy*, 2025 Volume 1.

International Advisory Board, *Public Administration and Policy*, 2020 – to date

Reviewer, *Journal of Public Administration*, 2000- to date

Reviewer, *Asia Pacific Journal of Public Administration*, 2013- 2017

Editorial Board, *Vision: The Journal of Business Perspective*, 2009 – to date

Editorial Board, *Journal of Managerial Psychology*, 2000 – 2011.

Reviewer, *Gestalt Review*, 2000 – 2008.

COMMUNITY SERVICES

International Adviser, International Chamber of Sustainable Development, 2023 – to date.

Member, Committee, ICAPA, International Institute of Administrative Sciences, 2020- to date.

Member, Business Major Group, 2025; NGO Major Group, 2022-2025 United Nations Environmental Assembly.

Co-Chair, Study Group on Governance and Ageing, IIAS, 2018 – to date

G2H2 Representative to the Meetings of WHO Intergovernmental Working Group (IGWG) on Pandemic Agreement, September, October, December 2025, Geneva.

General Rapporteur, 2019 IIAS-Lien Conference on Effective, Accountable and Inclusive Governance, 19-21 2019, Singapore.

CSEND Representative to the United Nations in New York and member of the NGO Major Group of UN Economic and Social Council (ECOSOC), 2014 – to date.

Member of the NGO Committee on Ageing in Geneva, 2016 – to date.

Member of the Geneva Global Health Hub (H2G2), 2018 – to date.

International Association of Applied Psychology (IAAP) Representative to the United Nations in Geneva, 2006 – to date

Founding Member of the Governing Board, CUTS International, 2007 – 2025.

Geneva Representative of International Association of Applied Psychology (IAAP) to the Board of CoNGO, The Conference of NGOs with Consultative relationship with the United Nations (www.ngocongo.org), 2010 – 2014.

Appointed member, Executive Committee, Division of Management Education and Development, *Academy of Management*, 2002 – 2010.

Elected Member, Executive Committee, Division of Management Education and Development, *Academy of Management*, 1998-2001

Member-at-Large, Advisory Committee to the Board, *Academy of Management*, 2000-2001

Coordinator, Special Interest Group on Quality of Training and Education in the Public Administration, *International Association of Schools and Institutes of Administration*, 1998-1999

AREAS OF SPECIALISATION

1. 2030 Agenda for Sustainable Development and SDGs, CSR and ESG applications
2. Ageing Societies and Socio-Economic Implications
3. Large and complex system transformation and performance improvement
4. Capacity Building, Monitoring and Aid Effectiveness
5. Human capital development and programme evaluation
6. Management Development and Audit
7. Quality assurance for training and education
8. Intercultural communication, negotiations and team work

CURRENT RESEARCH

- ◆ Role, Responsibility and Transformation of Philanthropic Organisations
- ◆ Ageing and Productive Ecosystem for Silver Economy
- ◆ Systemic Transformation for Sustainable Development
- ◆ Localisation of the 2030 Agenda for Sustainable Development
- ◆ Business Diplomacy and Stakeholder Engagement
- ◆ Institutional Capacity Building & Training for High Performance

PAST RESEARCH

- ◆ Public Goods and Sustainable Development
- ◆ Ageing with Dignity and Related Public Services
- ◆ High Performance Training Systems: Conditions and Requisites
- ◆ Development Aid Governance through evidence-based monitoring approach
- ◆ Global managers and their cognitive skills
- ◆ Coaching and facilitation of virtual teams via information and communication technologies

PAST RESEARCH GRANTS

“Trends and influence of private finance on global health initiatives and development goals in resource-constrained countries”, Swiss Network of International Studies (SNIS), Consortium with Swiss Tropical and Public Health Institute, U. of Basle; Global Health Programme, Graduate Institute, U. of Geneva, FUNDS, London, Franklin College, Lugano and CSEND, Geneva (Fall 2012-2014).

"In-Service Training as an Instrument for Organisational Change in the Public Administration: An International Comparative Study", Initiator and Rapporteur of this Research Working Group I, secretariat at International Institute of Administrative Sciences, Brussels, participating countries Germany, Austria, Switzerland, Italy, Canada, Slovakia, Mexico, Hong Kong., 1994-1997)

"In-Service Training as an Instrument for Organisational Change in the Swiss Federal Government", leader of group of three national researchers, 1995-1996.

SELECTED PUBLICATIONS

2026 (including In Press)

Saner, R. & Saner-Yiu. (in press) “Applied Social Psychology and Large System Change in Public Institutions in China, Slovenia and Bolivia”. in O'Doherty, K. (ed.) *Handbook for methods and practice in Applied Social Psychology*. Sage Publications.

Saner, R. & Saner-Yiu, L. (in press). “Cooperatives and the Sustainable Development Goals: Bridging the Gap Between Governance and Inclusion”, in McWha-Hermann, I. & Donnelly, N. (eds.) *Research Handbook on Decent Work*. Elgar Publishing.

Saner-Yiu, L. & Saner, R. (2026). “Urgent Need for Synergy between the 2030 Agenda for Sustainable Development and the Paris Agreement”, *Environment: Science and Policy for Sustainable Development*. January, Vol 68, ISS 1, p. 27-44.
<https://doi.org/10.1080/00139157.2025.2575765>

2025

Yiu, L., & Saner, R. (2025). Foundations and Global Governance: Power, Diplomacy, and the Quest for Health Equity. *Applied Psychology Around the World*, 7(3). Special Issue: Sustainable Development with Applied Psychology. International Association of Applied Psychology, Wiley Blackwell.

Carr, S.; Hopner, V.; Meyer, I.; Di Fabio, A.; Scott, J.; Matuschek, I.; Blake, D.; Saxena, M.; Saner, R.; Saner-Yiu, L.; et al. (2025) “The Wheel of Work and the Sustainable Livelihoods Index (SL-I)”. *Sustainability*, 17, 6295. <https://doi.org/10.3390/su17146295>

Saner-Yiu, L. Guest Editor. (2025). “Special Issue on Ageing, Productivity, and Socio-Economic Development: Policy Options”. *Public Administration and Policy*. Vol. 28(1)

Saner-Yiu, L. (2025). “Introduction to the Special Issue on Ageing”. In *Public Administration and Policy*. Vol. 28(1), p. 4-7.

2024

Yiu, L.* (2024), Substantive Report. 2024 Executive Training Course for Policymakers on the 2030 Agenda and the Sustainable Development Goals (SDGs). 7-10 May 2024, Songdo Incheon, Republic of Korea. (* Acknowledged in the Acknowledgement section of the report). <https://unosd.un.org/events/2024ETC>

Saner, R. & Yiu, L. (2024). “Strengthening the Governance System of the ILO Multinational Enterprise Declaration”. *FOCUS: Journal of International Business*, 11-2, Jul-Dec 2024, pp. 1-16. DOI: 10.17492/jpi.focus.v11i2.1122401

Saner, R. & Yiu, L.S. with Eyasu, N. & Rowland, K. (2024). “Work Stress of Humanitarian Delegates”. In Roland-Lévy, C. (ed.) *Applied Psychology Around the World: Gender*, July 2024. *IAAP Bulletin*, 6-2: 200-16. International Association of Applied Psychology.

Saner, R. & Yiu, L. (2024). “Philanthropy, the 2030 Agenda and UN Diplomacy”. *Commentary, Non-profit Policy Forum*, 1-12. De Gruyter.

2023

Saner, R. & Yiu, L. (2023). “Governance Infrastructure of Education–Training–Work Continuum: Some Missing Dots”. In Carton, M. & Hofmann, C. (Guest Editors) “The Education-Training-Work Continuums: Pathways to Socio-Professional Inclusion for Youth and Adults. Norrag Special Issue, Norrag and ILO, Geneva, 104-114.

Saner, R & Yiu L (2023) UNEP, Science and the Environment – a necessary part of the ship to save the planet? In Strandenaes, J.-G. & Alvarez, I. (eds.) “The People’s Environment Narrative (PEN): 50 years with UNDP and civil society. Toward Stockholm +50 and Beyond”, Kent, U.K., Stakeholder Forum for A Sustainable Future. p.395-403.

Saner R. Yiu L., with Robert S. (2023) "Closing policy gaps to enable agripreneurship of smallholder farmers in developing countries" Ferdi Document de travail, P322, April. <https://ferdi.fr/publications/closing-policy-gaps-to-enable-agripreneurship-of-smallholder-farmers-in-developing-countries>

Yiu, L. (2023), Substantive Report. 2023 Executive Training Course for Policymakers on the 2030 Agenda and the Sustainable Development Goals (SDGs). 5-8 September 2023, Songdo Incheon, Republic of Korea. <https://unosd.un.org/events/2023ETC> and https://unosd.un.org/sites/unosd.un.org/files/20231121_2023_etc_substantive_report_final.pdf
Saner, R. and Yiu, L., 2023, “NGO Diplomacy to Monitor and Influence Business and Government to Tackle Work Precariousness. In S.C. Carr, V. Hopner, V., D. J. Hodgetts, & M. Young, M. (Eds.), *Tackling Precarious Work: Toward Sustainable Livelihoods* (1st ed.) (pp. 101-136). New York: Routledge. <https://doi.org/10.4324/9781003440444>

Saner, R., **Saner Yiu, L.** & Bruelisauer, S. (2023) Information and Communication Technology (ICT) and the Social and Solidarity Economy. In Yi, I. (ed.) *Encyclopaedia of the Social and Solidarity Economy*. Edward Elgar Publishing Ltd. In partnership with United Nations Inter-Agency Task Force on Social and Solidarity Economy (UNTFSSSE). <https://www.elgar.com/shop/gbp/encyclopedia-of-the-social-and-solidarity-economy-9781803920917.html>

2022

Yiu, L. (2022), *Training Report. 2021/22 Executive Training Course for Policymakers on the 2030 Agenda and the Sustainable Development Goals (SDGs)*. 11-14 April 2022. United Nations Office for Sustainable Development, Incheon, Republic of Korea. https://unosd.un.org/events/2021-22_ETC

Hodgetts, D., Hopner, V., Carr, S., Bar-Tal, D., Liu, J.H., Saner, R., **Yiu, L.**, Horgan, J., Searle, R.H., Massola, G., Hakim, M.A., Hakim, L., King, P. & Moghaddam, F. (2022) “Human Security Psychology: A Linking Construct for an Eclectic Discipline”. *Review of General Psychology*, Vol. 0(0) 1–17.

Yiu, L. & Saner, R. (2022). “Leveraging Business Diplomacy” in McIntyre, J., Ivanaj, S., & Ivanaj, V. (eds.) *The Role of Multinational Enterprises in Supporting the United Nations' SDGs*. Cheltenham, U.K.: Edward Elgar Publishing Ltd., p. 191-216.

2021

Yiu, L., (2021), *Training Report. 2020/21 Executive Training Course for Policymakers on the 2030 Agenda and the Sustainable Development Goals (SDGs)*. 23-26 March 2021. United Nations Office for Sustainable Development, Incheon, Republic of Korea. https://unosd.un.org/sites/unosd.un.org/files/2020-21_etc_for_policymakers_training_report.pdf

Saner, R., & **Yiu, L.**, (2021), Successful Sustainable Development Goals (SDGs) Transformation through Socio-Economic Co-Creation. In Savall, H. & Zardet, V. (eds.) *Management Socio-Economique: Theorie et Pratiques*. CAEN, France: EMS editions, Management & Society Series. p.1038-1047.

Saner, R., & **Yiu, L.**, (2021) Forced Labor of Migrant Workers on Fishing Ships: Holding Management and Governments Accountable. In A. Farazmand (ed.), *Global Encyclopedia of Public Administration, Public Policy, and Governance*, Springer Nature Switzerland AG. https://doi.org/10.1007/978-3-319-31816-5_4347-1

Saner, R., **Yiu, L.**, & Lazzaroni, J. (2021) Inclusive and Sustainable Urbanisation: Using a Macropsychology Perspective to Strengthen the 2030 Sustainable Development Goals in MacLachlan, M. & McVeigh, J. (eds.) *Macropsychology: A Population Science for Sustainable Development Goals*, Cham: Springer Nature Switzerland AG. p. 253-272.

Bardy, R., Rubin, A., Saner, R. & **Yiu, L.** (2021), *Public Goods, Sustainable Development and the Contributions of Business*. Newcastle upon Tyne: Cambridge Scholars Publishing.

2020

Yiu, L., Saner, R. & Bardy, R. (2020). Collective Action on Public Goods for Sustainable Development: Ethics in Action. *Business Ethics and Leadership*, 4(4), 14-27. [https://doi.org/10.21272/bel.4\(4\).14-27.2020](https://doi.org/10.21272/bel.4(4).14-27.2020)

Saner, R., Farahat, M., Chiarato, L. & **Yiu, L.** (2020). *Agricultural Commodities of Ethiopia, Madagascar and Tanzania*. FERDi, Development Policies Working Paper 280, December.

Yiu, L. (contributing author), (2020), “Overview of the Quality Infrastructure” in Gerundino, D., Peet, M. & Fliess, B. (eds.), *Rebooting Quality Infrastructure for a Sustainable Future*, Vienna: UNIDO. P.28-33.

Saner, R., **Yiu, L.** & Accardo, P., (2020) “Orienting East Naples’ New Special Economic Zone towards Circular Economy and Creative Industry for Sustainable Economic Development” in Castaldo, S., Giuliani, E., Frey, M. & Ugolini, M. (eds.) *Referred Conference Proceedings (Full Papers) on Grand Challenges: Companies and Universities Working for A Better Society*, 8-9 September. p. 331-349.

Saner, R. & **Yiu, L.** (2020), “Labour Rights as Human Rights: The Role of OECD’s Responsible Business Conduct Guidelines”. In Rubin, N.S. & Flores, R.L. (eds). *The Cambridge Handbook of Psychology and Human Rights*. Cambridge, UK: Cambridge University Press. Chapter 7.

2019

Saner, R., **Yiu, L.** & Rush, L., (2019), “Population ageing and a lack of semi-skilled workers in Switzerland: Opportunities for refugees?”, *Career Development International*, Vol. 25 No.1, pp.24-31. <https://doi.org/10.1108/CDI-11-2018-0275>

Saner, R. & **Yiu, L.** (2019), “Jamaica’s development of women entrepreneurship: challenges and opportunities”*, *Public Administration and Policy*, Emerald Publishing Limited, Vol. 22 No. 2, 2019, pp. 152-172. <https://www.emeraldinsight.com/1727-2645.htm>. DOI 10.1108/PAP-09-2019-0023 (* 2020 Emerald Literati Award)

Saner, R., **Yiu, L.** & Nguyen, M. (2019) “Platform Cooperatives: The Social and Solidarity Economy and the Future of Work. A Preliminary Assessment of Platform Capitalism and Platform Cooperativism and their Effects on Workers’ Satisfaction”. UN Interagency Task Force on Social and Solidarity Economy, <http://unsse.org/knowledge-hub/platform-cooperatives-the-social-and-solidarity-economy-and-the-future-of-work/>

Saner, R. & **Yiu, L.** (2019) “The International Association of Applied Psychology at the United Nations in Geneva”, *Applied Psychology around the World, APAW, IAAP Bulletin*, Vol 1, Issue 3, September 2019, ISSN 2639-6521, pp. 95-101.

Saner, R., Uchegbu, A. & **Yiu, L.** (2019) “Private military and security companies: legal and political ambiguities impacting the global governance of warfare in public arenas”, *Asia Pacific Journal of Public Administration*, June, 41(2), 63-71.

Saner, R., **Yiu, L.** & Kingombe, C. (2019) “The 2030 Agenda Compared with Six Related International Agreements: Valuable Resources for SDG Implementation”, *Sustainability Science*, 14(6), 1685-1716. <https://doi.org/10.1007/s11625-019-00655-2>.

Saner, R., **Yiu, L.** (2019). Financing Education in Developing Countries: Philanthropic Organisations Need to Monitor Their Investment for Impact. CEPS Working Paper Series, No. 15, Basel: CEPS. https://ceps.unibas.ch/fileadmin/user_upload/ceps/2_Forschung/Publikationen/Working_Papers/15_Financing_Education_in_Developing_Countries.pdf

Saner, R. & **Yiu, L.** (2019) “Living Wage and Sustainable Development Goals: Workers’ Well-being in the Context of Employment and Costs of Living”. Paper presented at the “6th Conference of the Regulating for Decent Work Network” At the International Labour Office Geneva, Switzerland, 8-10 July 2019.

Saner, R., **Yiu, L.** & Nguyen, M. (2019) “Monitoring the SDGs: Digital and Social Technologies to Ensure Citizen Participation, Inclusiveness and Transparency”, *Development Policy Review*, DPR12433, Feb. DOI: 10.1111/dpr.12433.

Saner-Yiu, L. & Saner, R. (2019) “China’s Mandate and Readiness for Social Development” in Gary Bonvillian (ed.) *The Savvy Investor’s Guide for Doing Business in China*. Phoenix Arizona: Marquette Books LLC, Chapter 4, 123- 149.

Warren, A., Zhang, S., Browne, S., Cordon, R., Saner, R., Saner-Yiu, L., Told, M., de Savigny, D., Kickbusch, I., Tanner, M. (2019). Research Report on “Stakeholder Perceptions in Sub-Saharan Africa of Private Financing Assistance for Health and Principles of Aid Effectiveness. https://www.csend.org/images/articles/files/20190803_Private_Financial_Assistance_for_Health_SNIS_post_project_document_2019.pdf

2018

Saner, R. **Yiu, L.** (2018) “System Change at National Government Level” in Debra A. Noumair, Abraham B. (Rami) Shani (ed.) *Research in Organizational Change and Development (Research in Organizational Change and Development, Volume 26)* Emerald Publishing Limited, pp.341 – 388.

Saner, R., **Yiu, L.**, Rush, L. (2018) “The Measuring and Monitoring of Human Trafficking”, *Public Administration and Policy: The Emerald Insight*. <https://doi.org/10.1108/PAP-10-2018-011>.

Saner, R., **Yiu, L.**, (2018), “Intersectoral Coordination of Decent Work in the Context of Poverty Reduction Strategy Papers (PRSP): Lessons Learnt for the LDCs”, CSEND Working Paper Nr. 16.

2017

Yiu, L., Saner, R., (2017), “Business Diplomacy in Implementing the Global 2030 Development Agenda: Core Competencies Needed at the Corporate and Managerial Level” in *Advanced Series in Management, International Business Diplomacy: How Can Multinational Corporations Deal with Global Challenges?* Volume 18, 33—58.

Saner, R., **Saner-Yiu, L.**, Golub, N. & Sidibe, D. (2017). "Implementing the SDGs by Subnational Governments: Urgent Need to Strengthen Administrative Capacities". *Public Administration and Policy*, 20(2): 23-40, Fall.

Saner, R. & **Yiu, L.** (2017), “No Policy Coherence? No Poverty Reduction”, *Strategic Review: The Indonesian Journal of Leadership, Policy and World Affairs*, Vol. 7(2), July-September, p. 12-16.

Saner, R. & **Yiu, L.** (2017), “Negotiation and Health Diplomacy: The Case of Tobacco” in Matlin S. & Kickbusch, I. (eds.) *Pathways to Global Health: Case Studies in Global Health Diplomacy (Volume 2)*, Global Health Diplomacy, vol. 5, p.171-210.

2016

Saner, R., Keith, A., **Yiu, L.** (2016) “Labour Rights as Human Rights: Evaluating the Policy Coherence of USA, EU and Australia through Trade Agreements and Their Participation in the Universal Periodic Review”. *Trade, Law and Development*, Winter, Vol. 7 (2), p. 195-299.

Yiu, L. & Saner, R. (2016) “Humanitarian Work Psychology: Unique Contributions and Theoretical Development in the Context of the Global Development Agenda” in McWha-Hermann, I, Maynard, D.C. & O’Neill Berry, M. (Eds.), *Humanitarian Workplace Psychology and the Global Agenda*, East Sussex: Routledge Psychology Press, page 192-200.

Saner, R., **Yiu, L.** (2016) “Looking on the Bright Side”. EFMD Global Focus, Vol. 10 (2), p. 52-57.

2015

Saner, R. & **Yiu, L.** (2015) “Participation of Civil Society Organisations in the United Nations and in the Aid Effectiveness Discourse and Related Standard-Setting Negotiations”, in Goyman, K. & Lewis, R. (eds.) *Public Policymaking in A Globalised World*. Istanbul: Sabanci University Istanbul Policy Center & Naumann Stiftung. pp 149-185.

Saner, R. **Yiu, L.** & Khusainova, V. (2015), “Is Private-Sector Participation in Water Provision the Right Option for Developing Countries? An Analysis through Case Studies”, *Asia Pacific Journal of Public Administration*, Vol. 37 (3), pp. 193-206.

Yiu, L. & Saner, R. with Lee, M.R. (2015) “Lesotho, A Tourism Destination: An Analysis of Current Tourism Products and Potential for Growth” in Camillo, A. (ed.) *Handbook of Research on Global Hospitality and Tourism Management*, Hershey, PA.: IGI Global. Chapter 17, p. 319-339. <http://www.igi-global.com/book/handbook-research-global-hospitality-tourism/125527>

Saner, R. **Yiu, L.** with Filadoro, M. (2015) “Tourism Development in the Least Developed Countries: Challenges and Opportunities”, in Camillo, A. (ed.) *Handbook of Research on Global Hospitality and Tourism Management*, Hershey, PA.: IGI Global. Chapter 13, p. 229-255. <http://www.igi-global.com/book/handbook-research-global-hospitality-tourism/125527>

2014

Saner, R. **Yiu, L.** (2014), “Business Diplomacy Competence Needed to Implement OECD’s Guidelines for Multinational Enterprises”. *The Hague Journal of Diplomacy*. The Hague, ND.: Brill, vol.9 (2):311-333.

Saner, R. & **Yiu, L.**, 2014, “Designing Learning Systems for Poverty Reduction in Least Developed Countries” in Reichman, W. (ed.) *Industrial and Organisational Psychology Help the Vulnerable*. Hampshire, UK: Palgrave Macmillan, June.

Saner, R. & **Yiu, L.**, 2014, “Learning to Grow Beyond the Middle-Income Trap – Singapore as an Export Model?”, *Journal International Development Policy* (DevPol), Policy Debate 6.3, August. <http://poldev.revues.org/1854?lang=fr>

Husch, J., Saner, R., **Yiu, L.** & Zeitz, P (2014). “Monitoring of SDG Implementation: Infrastructure and Methodology, Proposal for Action,„. CSEND Policy Brief No. 14, Geneva: CSEND. http://www.csend.org/images/articles/files/Monitoring_SDG_Infrastructure_Methodology.pdf and incorporated into the "Prototype Sustainable Development Report" (6/2014), (<http://sustainabledevelopment.un.org/index.php?menu=1621>).

Yiu, L. (2014). “Sustaining the Characters and ethic codes of the Chang-Da Students. Learning from Collegial Living – A Reflection of the Pedagogical Innovation at Changchi University”, (In Chinese) in Liu, Y.C. & Lin, S.T. (eds.) “Learning in the in-Between Space: Higher Education Experimentation at NCCU”, Taipei: NCCU Press, P. 251-264.

Yiu, L. Saner, R. (2014), “Sustainable Development Goals and Millennium Development Goals: An analysis of the shaping and negotiation process”. *Asia Pacific Journal of Public Administration*, Routledge, June, Vol. 36(2), p.89-107.

Saner, R. **Yiu, L.** (2014). “Known Unknowns of Mainstream Organisation Development and Change (ODC): Need to Move Beyond Current “Borders””. Featured Article *IODA News*, March, p. 46-50

Saner, R. & **Yiu, L.** (2014). “Strengthening Cooperation in Cross-Border Regions in the European Countries”, in *Public Administration/viešasis Administravimas*, Jan. Vol. 41, page 10-17.

2013

Yiu, L., Saner, R. 2013. “Stakeholder Based Monitoring of Leadership Training in Public Administration” in de Vries, M. & Bouckaert, G. (eds.) *Training for Leadership. IIAS Series: Public Administration Today*. Brussels: Bruylant Publisher. P.201-220.

2012

Saner, R., **Yiu, L.** 2012. “The New Diplomacies and Humanitarian Work Psychology” in Carr, S.C., MacLachlan, M. & Furnham, A. (eds.) *Humanitarian Work Psychology*. New York: Palgrave Macmillan, P. 129-166.

Saner, R., Tsai, C. **Yiu, L.** 2012. „Food Security in Africa”. In *Governance, Regional Integration, Economics Agriculture and Trade*. Maastricht: ECPDM, vol.1(7) p. 17-18.

Saner, R., **Yiu, L.** Filadoro, M. 2012. “Inclusion of Aid for Trade in Trade Policy Reviews: Strengthening Value of Development Instruments for LDCs (and developing countries)” In *Governance, Regional Integration, Economics Agriculture and Trade*. Maastricht: ECPDM, vol.1(6) p.12-13.

Saner, R., **Yiu, L.**, Filadoro, M. 2012. “Cooperatives – Conspicuously absent in trade & development discourse”. CSEND Policy Brief, Nr. 8, ISSN 2235-8048

2011

Yiu, L. Saner, R. (2011). “Poverty Reduction Strategy Papers (PRSP) and the Health Sector”. *Journal of Poverty Alleviation and International Development*, Vol. 1(2):135-180.

Yiu, L., Saner, R., Filadoro, M. (2011). “Crossing the river via “coordinated” steps: Tourism development in LDCs”, *Trade Negotiations Insight*. Vol. 10(6), p. 6-7.

Saner, R., **Yiu, L.**, Filadoro, M. (2011). “Mainstreaming Tourism Development: Policy Coherence and Complementarity”. Geneva: CSEND Press.

Saner, R., **Yiu, L.**, (2011), “Sustainable Transborder Business Cooperation in the European Regions: The Importance of Social Entrepreneurship”, in Fayolle A. & Todorov, K., (eds.) *European Entrepreneurship in the Globalising Economy*. Edward Elgar Publishing. p. 26-43.

Yiu, L., Saner, R. “An Evidence-based Monitoring System for an Effective Aid for Trade”. *Trade Negotiations Insights*. (2011). Vol.10(1), P. 6-7.

2010

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Saner, R. **Yiu, L.**, (2009), “The Business of Diplomacy: Key for A Sustainable Future” in *Interconnections: Perspectives on International Management Practice*, Ashcroft International Business School, Issue 3, p. 16-23.

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Saner, R., **Yiu, L.** (2007). “Business – government – NGO relations: their impact on global economic governance: A case example from WTO negotiations on trade in educational services”, Centre for International Governance and Innovation, Canada.

Yiu, L. (2007) co-author with the Work Team of China Background Report on Tertiary Education, "OECD Thematic Review of Tertiary Education: Background Report for the P.R. of China". OCED, Paris.

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Saner, R.; Yiu, L. (eds.); (1997). "Organisation & Management of In-Service Training within Central Government Administration: A Comparative Study of Slovenia & Switzerland", *Education and Training in Public Administration*, 3.

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Yiu, L. and Saner, R., (1990). "Fu Chiuan Chu Guan Guo Shi Ma?" ("Is Paternalistic Management Approach outdated? - A revolutionary perspective") *Strategy & Productivity Journal*, Taipei, June.

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Saner, R. and Yiu, L., (1989). "Jeen Duan Tuarn Duei De Jyuer Tseh Feng Ge: Duhng Tzuo Chieh Mian Fa", ("Diagnosing the team's decision making style: Action profiling"), *Modern Management Monthly*, Taipei, Vol. 150, July.

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Saner-Yiu, L., (1987). "Strengthening national health training institutes for primary health care at the district level in Africa", *WHO Technical Report on Interregional Workshop on Improving District Level Management for Primary Health Care*.

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Saner, R. and Yiu, L., (1986). "La Negociacion: Tendencias contemporaneas", *GATT Publications*, Geneva.

Saner, R. and Yiu, L., (1986). "Confucius says social harmony more important than performance", *Productivity Digest*, Singapore, October.

1985

Saner-Yiu, L., (1985). "Motivation and health manpower management: A manual for personnel managers", *World Health Organization Off-set Publication*.

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Saner, R. and Yiu, L., (1984). "Relationship-oriented performance appraisal: A Confucianist approach", *American Society for Training and Development Journal*, October.

Saner, R. and Saner-Yiu, L., (1984). "Neue Forschungsstrategie fur Microelektronik", *Tagesanzeiger*, August.

Saner, R. and Yiu, L., (1984). "Aktive Lizenzstrategie: Modell fur die Schweiz?" *Tagesanzeiger*, Dezember.

1983

Yiu, L.: *How to be a counselor* (6th ed.), Da Yan Publishing Company, Taipei, 1983, 1984, 1985, 1988, 1990, 1993

1982

Yiu, L., (1982). *Introduction to Psychodrama*, Da Yan Publishing Company, Taipei.

1979

Yiu, L., (1979). *Gestalt Therapy*, San-i Publishing Company, Taipei.

SAMPLE CONSULTING EXPERIENCE (more detail can be provided upon request)

➤ *DIGITAL TRANSFORMATION*

Draft the Strategic Framework of Fourth Industrial Revolution (Full report and the Council Floor Paper), October-November 2021. United Nations Industrial Development Organisation, Vienna.

➤ *LARGE AND COMPLEX SYSTEM TRANSFORMATION: INSTITUTION BUILDING AND STRENGTHENING*

Planning and moderating the one week Executive Training Course for the Policy Makers on the 2030 Agenda for Sustainable Development, March-April 2021, March-April 2022, May-June 2023, May-June 2024. *United Nations Office for Sustainable Development*, South Korea.

Strategic planning for the transition to a green and inclusive economy in Jiangxi Province, China, 2016-2018. International expert on inclusive growth and skill development for sustainable livelihood and employment as part of the programming for “New Rural Development Strategy and Planning” of China. Jiangxi Province, *Asian Development Bank*, Manila.

Facilitating the development of a scalable circular economy in support of the Sustainable Development Agenda Goal 12, Ensuring sustainable consumption and production patterns, Pilot Phase: Fostering the development a knowledge platform and community of entrepreneurs, 2017, National Taiwan University, Taipei.

Promoting an alternative monitoring methodology for implementation of the post 2015 sustainable development goals, 2014, *CSEND*, Geneva.

Facilitating the strengthening of the governance capacity for human capital investments in the context of technical and vocational training and education, EVET, Taiwan, 2004-2014. Tasks involved platform design, lecturing, organising international conferences and forum.

Co-designing a study programme in Geneva for capacity building on regional trade integration of Kosovo, 2010, *USAID*, Pristina.

Designing the monitoring framework for the Enhanced Integrated Framework, 2008, *Enhanced Integrated Framework*, Geneva.

Designing an implementation infrastructure linking human capital development, higher value added tourism industry and regional development in Tainan, Chiayi, Yuanglin counties. 2008. *The Vocational Training Centre South*, Tainan.

Designing a capacity building architecture for China’s effective participation in the international standard setting processes, 2008, EU China Trade, Beijing,

Reform of the Vocation and Training System of Iran, 2007, International Labour Organisation, Geneva. Prepare a programme concept in order to build national capacity in adopting and implementing ISO 10015 standard for the VET sector.

Human Capital Development and Sector Capacity Building project for the Commission of Labour Affairs in Taiwan, 2004-2007, Bureau for Employment and Vocational Education, Commission of Labour Affairs, Taipei. Preparing concept paper, conducting international comparative studies, developing training quality checklist, introducing ISO 10015 Standards and providing technical support to the planning and implementation team.

Developing a training delivery and management system that ensures the training fund could generate proper return in terms of competence acquisition, employment and time to performance in Egypt, 2003-2004. *British Council and the Social Fund of Egypt* in the context of national competitiveness and increasing value of human capital.

Capacity Building project for International Labour Organisation (ILO) in Geneva, 2003-2004, Geneva. Developing an Advocacy Guide and Training Material for enhancing the capacity of the ILO constituency in better advocate its *Decent Work Agenda* in the context of PRSP (Poverty Reduction Strategy Paper).

Capacity Building project for Ministry of Trade and Investment in Bolivia, 2000-2001, *Swiss State Secretariat for Economic Relations (seco)*, Bern. Conducting Train-of-Trainers programme on International Negotiations.

Capacity Building project for Ministry of Sustainable Environment and Planning in Bolivia, 2000-2001, *The World Bank*, Washington D.C.

Strategic Plan for the Acceleration of EU Approximation of Public Administration in Slovenia, 1999, *Directorate of Public Administration (DODA)*, Slovene Ministry of Internal Affairs, Ljubljana.

Reform and institution development programme for organisation consulting and management development departments in Slovenia, 1994-1997, *Swiss Ministry of Foreign Affairs*, Swiss Cooperation Office for Eastern Europe, Bern.

Training-of-trainers and institution development programme for management training and organisation development specialists in China, 1993-1997, *Swiss Ministry of Foreign Affairs*, Department of Technical Cooperation and Humanitarian Aid, Bern.

Training-of-trainers and consultants programme for the Morozov project at Samara Business & Training Centre, *European Bank for Reconstruction and Development*, 1995-1996, London.

Coaching and training of senior civil servants of Hong Kong Government on Leadership, organisation development and policy making, 1992, *Senior Staff Course Centre*, The Government of Hong Kong, Hong Kong.

Master plan (UNDP country programme) for the Administrative Renovation in the Socialist Republic of Vietnam, February 1991, *United Nations Development Programme*, Management Development Programme, New York.

Consulting the management staff of China Training Centre for Senior Personnel Management Officials (CTCSPMO) on institution building and development civil service systems, 1987-1992, *United Nations Development Programme*, Beijing.

UNDP project to establish a Management Training and Development Programme for the Senior Managers of Large and Medium Sized State Enterprises in the North-Western Region of China, August 1990, *International Labour Organisation*, Geneva.

Global plan of action on intersectoral action for health, 1986, *World Health Organization*, Division of Strengthening Health Systems, Geneva.

Reorientation of training institutions toward primary health care in Africa, February 1986, *World Health Organization*, Division of Strengthening Health Systems, Geneva.

WHO programme in strengthening national health training institutions for primary health care at the district level in Africa, September 1986 -March 1987, *World Health Organization*, Division of Strengthening Health Systems, Geneva.

➤ *HUMAN CAPITAL DEVELOPMENT AND PROGRAMME EVALUATION*

Rebuilding Social Fabric for the Vulnerable and Marginalised Groups for Resilience and Re-integration, 2016 (on-going), CSEND, Geneva.

Capacity building and competence development framework and strategy, 2016, a project component for the strategic development and action planning to ensure eco-security through agroforestry approach in the grain production plain of Henan Province, Henan; Asian Development Bank, Manila.

Review of the success factors of social enterprise startups and entrepreneurial competences, 2015, Bureau for Employment and Vocational Training, Taipei.

Review of the Effectiveness of the Integration Programme of the International Committee of the Red Cross, August-December 2010, International Committee of the Red Cross, Geneva.

Review of the higher education sector at the State (Santa Caterina) level of Brazil in the context of effective human capital development, October 2009, Organisation of Economic Co-Operation and Development/Ministry of Education, Paris/Florianopolis.

Development of a policy frame for the Monitoring and Evaluation System of the Expanded Integrated Framework (EIF) for trade development, 2008, *the EIF Board*, Geneva. Prepare a monitoring system framework to streamline the decision making and implementation process of the EIF funded projects for the least developed countries.

Transforming the VET Section into A High Performance Human Capital Development Industry: Strategy, Institutional Arrangements and Instruments, 2004 – 2008, Chief Architect and Advisor to *Bureau for Employment and Vocational Education, Council of Labour Affairs, Taiwan, R.O.C.*, Taipei.

Network building and development of a Sino-Swiss Education Research Network: a partnership development project (Phase 2), 2007-2008. *OECD, Chinese Ministry of Education, Swiss State Secretariat for Education and Research*, Paris, Beijing and Berne.

Conceptualisation and organisation of an OECD International Conference on Governance, Quality and Finance of Higher Education, April, 2007, Organisation for Economic Cooperation and Development and Swiss Secretariat for Education and Research, Zurich.

Review of the Chinese higher education sector in the context of globalization, May 2007, Organisation of Economic Co-Operation and Development/Ministry of Education, Paris/Beijing.

Large system development strategy for the improvement of public administration and human capital formation, 2006, *State Secretary for Civil Service, Sao Paulo State Administration*, Sao Paulo.

Effective human capital development strategy and management, 2004- 2005, *Property and Casualty Academy, Swiss Reinsurance Company*, Zurich.

Management development strategy and architecture for the executive team of the International Labour Organisation, 2003, *Personnel Development Branch/International Labour Organisation*, Geneva.

Review of the Chinese higher education sector concerning Governance, Finance and Quality, 2002, Organisation of Economic Co-Operation and Development/Ministry of Education, Paris/Beijing.

Training Needs Assessment Study and Strategic Training Plan for the International Labour Organisation, 1990, *Personnel Development Branch/International Labour Organisation*, Geneva.

System integration of training function with overall personnel functions, 1987-1988, *United Nations High Commissioner for Refugees*, Training Services, Geneva.

Evaluation study of the new emergency management training programme and advising on the establishment of a personnel system for better utilising trained emergency managers, 1986, *United Nations High Commissioner for Refugees*, Career Development and Training Section, Geneva.

System development concerning career development, orientation programme, training and emergency management. *United Nations High Commissioner for Refugees* on training policy, on senior management training programme, 1985-1986, Geneva.

➤ *INTERNATIONAL COOPERATION AND AID EFFECTIVENESS*

Contributing member to the UN Task Force on Social and Solidarity Economy, 2016 – Ongoing, United Nations, Geneva.

Policy Monitoring and Review of the Adoption and Implementation of 2030 Development Agenda for Sustainability by International Agencies and Countries with Special Concerns, 2014-2015, UN High Level Political Forum (HLPF) and UN DESA, New York.

Policy Review on Country Strategies for Sustainable Tourism Development in 15 Least Developed Countries, 2011, CSEND, Geneva

Policy Review on Aid Effectiveness, 2010, Development Finance Network, OECD Development Centre, Paris.

Inclusive Trade Policy Making: Establishing a benchmarking tool. In collaboration with CUTS/GRC. 2009. Geneva

Evidenced Based Monitoring System: A basis for Aid Effectiveness. A policy research project of CSEND, 2007- 2009. Geneva

Review of the DTIS Studies in the Context of Commodity Development Strategy, 2009, United Nations Development Programme (UNDP), Geneva.

Expert Facilitator for the DAC China Study Group meetings. OECD. 2009, Beijing; 2010, Mali.

Conceptual Development of the Monitoring Policy and Structure for the programme management of the Enhanced Integrated Framework (EIF), 2008, World Trade Organisation, Geneva.

➤ *MANAGEMENT DEVELOPMENT AND AUDIT*

Growth and Organisation Development of Cooperatives as Major Economic Actors, 2015 – ongoing, in collaboration with the Cooperatives Branch, International Labour Organisation and CSEND, Geneva.

Team Building and Review for Change Leadership in Mainstreaming Gender Equality in ILO's Decent Work Country Programmes, May 2007, *Gender Bureau, International Labour Organisation*, Geneva.

Leadership retreat workshop for the Global Leadership Forum, The World Economic Forum, February 2007, Gami Pass, Switzerland.

Strategic planning for the global leadership development of the International Labour Organisation, Sept. 2003 to Feb. 2004. *Personnel Department, International Labour Organisation*, Geneva.

Leadership Development: Building Change Leadership Capacity, 2003, 2004, *Action Aid, Asia Region*, Bangkok.

Regional leadership and management development programme via intra-net for the technical managers in Asia region, 1997 - 1999, *3M*, St. Paul, Minneapolis.

Management development programme for the supervisors of the Greater China Region, 1999, St. Paul, Minneapolis.

Employee attitude survey and feedback for the top management of the Asian Regional Headquarters of *Bristle-Myer Squibb*, October 1992, Hong Kong.

Training programme on Strategic Leadership for senior executives, June 1991, *Thomson Consumer Electronics, Paris*.

Providing consulting input in developing a Corporate Training and Development Programme for TCE's International Senior Executives, July 1990, *Thomson Consumer Electronics, Paris*.

Conducting an action research workshop for improving corporate performance and management effectiveness, May 1989, *Ve Wan Corporation, Taipei*.

Review of technical cooperation expert and consultancy recruitment and administration function, May-June 1987, *International Labour Organisation, Management Advisory Services, Bureau of Programming and Management, Geneva*.

Management reviews of six WHO/UNFPA collaborating research institutes in China, September 1987, *World Health Organization, Special Programme on Research, Development and Research Training in Human Reproduction, Geneva*.

Organisational climate study and action research to develop management development and training programme for the middle level managers of the United States National Aeronautics and Space Administration (NASA), 1983-1984, *Columbia University, Organisational Psychology Department, Teacher's College, New York*.

➤ *ISO 10015 QUALITY STANDARD FOR TRAINING AND HUMAN CAPITAL FORMATION*

Capacity Building

Training of Internal Auditing Capacity within governments (e.g., Bahrain, UAE) and private companies (e.g., United Arab Bank, Saudi Arabia Oil Company), 2011 – Ongoing, Academy for Quality in Training and Education, Geneva.

Technical Expert, 2007, initial training on ISO 10015 Quality Standard for Training (and Education) for the Indian Bureau for Standards, *International Organisation for Standardisation (ISO)*, Geneva.

Technical Expert, 2006, initial training on ISO 10015 Quality Standard for Training (and Education), Instituto Colombiano de Normas Técnicas y Certificación, *International Organisation for Standardisation (ISO)*, Geneva.

Technical Expert, 2005, Feasibility study and initial training on ISO 10015 Quality Standard for Training (and Education), National Skill Standards Programme, Supreme Council on Social Development, Cairo.

Technical Expert, 2005, Feasibility study and initial training on ISO 10015 Quality Standard for Training (and Education) at the National Technical & Vocational Training Organisation (TVTO), Tehran, *International Labour Organisation*, Geneva.

Trainer, September 2005, workshop on “Adding Value to T&D Investment: Workshop for ISO 10015+ Training Quality Management System”, Academy for Quality in Training and Education, Shanghai

Technical input on “Quality Management of Higher Education”, OECD seminar on “Education for Economic Development” for the *Stability Pact for Organisation for Security and Cooperation in Europe (OSCE)*, 2005, Graz.

Lead Auditor, 2002, Conformity assessment of the corporate training management system in accordance to ISO 10015 standard at *Haier Group Company*, Chindao, Shandong Province, China.

Coaching the head of the Reinsurance Academy on Evaluating Technical Training Outcomes as A Quality Management Measure, 2004, *Swiss Reinsurance Company, Zurich*.

Audit

Lead Auditor, 2012-to date, ISO 10015+ Certification audit, *Coromandel International*, Hyderabad.

Lead Auditor, 2010-to date, ISO 10015+ Certification audit, *Qatar Foundation*, Doha.

Lead Trainer, 2010, Certified Internal Auditor Course, E-Government Authority, Kindom of Bahrain.

Lead Trainer, 2009, “Managing Talent Risks at Times of Economic Downturn: ISO 10015+ for Strategic Alignment of Training Investment”. *Ernst and Young*. Bahrain.

Lead Auditor, 2008- 2009, ISO 10015+ Certification audit, *Sona Koyo Steering System*, Gurgon, Delhi.

Lead Trainer, 2007-2009, Training workshop on “ISO 10015 and Quality of Training”, *Confederation for Indian Industries*. Delhi.

Lead Trainer, 2007, Training workshop on “ISO 10015 and Quality of Training”, *National Institute of Training for Standardisation*, Delhi.

Lead Trainer, 2007, Training workshop on “ISO 10015 and Quality of Training”, *Ohio State University*, Columbus.

Co-Organiser and presenter, 2006, Learning technologies for Institution Building and Government Learning, Ljubljana, 26 October.

Co-Training on “Training Quality Management: Introduction to ISO 10015”, Workshops sponsored by the *Council of Indian Industries*, Delhi, Mumbai, Bangalore, July 2006, India.

Co-Trainer, 2006, “Introducing Quality Training in Colombia”, hosted by ICONTEC, the Colombian Standardization Body, Bogota, Cali and Medellin, Colombia.

Lead Auditor, 2003, Pre-audit of the corporate training management system in accordance to ISO 10015 standard at Jianhui Automobile Company Ltd., Hefei, Anhui Province, China.

Lead Auditor, 2003, Pre-audit of the quality management system of the Geneva High School for Management, The Southwest University for Applied Sciences, Geneva.

➤ *INTERCULTURAL MANAGEMENT, COMMUNICATION AND NEGOTIATION*

- Conducting training seminars on negotiations at the following organisations:
- Graduate Institute, Health Diplomacy Programme, 2011
- Investment for Climate Change, UNCTAD, 2008
- International Center for Cooperation and Conflict Resolution, 1999
- Swissair, Zurich, 1990, 1993, 1995, 1996, 1998
- ABIN/ABECOR, Bad Homburg, 1992, 1993, 1995
- Thomson Consumer Electronics, Paris, 1992, 1993
- School of Management, Hong Kong University of Science & Technology, 1993
- Cultor, Helsinki, 1996
- Senior Staff Course Centre, *The Government of Hong Kong*, 1992
- GATT/UNCTAD, Geneva, 1984, 1986 - 1991, 1995, 1996
- Black and Decker, Antwerp, 1990
- Office of External Trade, Swiss Ministry of Economics, Bern, 1987, 1988
- Leadership Academy, Antwerp, 1988, 1990
- China National Machinery and Equipment Import and Export Corporations, Beijing, 1985
- Sichuan Provincial Commission of Science and Technology, Chengdu, China, 1985
- Management Centre Europe, Jakarta, 1983
- Yangming Management Centre, Taipei, 1983.
- Conducting training workshops on intercultural management at the following organisations:
- 3M, St. Paul, U.S.A., 1997-1999
- Motorola, Schaumburg, Illinois, U.S.A., 1992-1997
- ABIN/ABECOR, Bad Homburg, Germany, 1991-1997
- BASF, Ludwigshafen, Germany, 1991-1994
- World Wide Fund (WWF), Gland, Switzerland, 1992
- Conducting workshops on Building Effective Multicultural Work Teams

-
- Workshops for the Board of Directors and the Staff, March 1998, *Bank for International Settlements*, Basle.
 - Facilitating the development of effective project management teams, June 1989, *International Development Law Institute*, Rome.
 - Conducting a UNDP/ILO sponsored team-building intervention for the top management team, November 1988, *Industrial Training Authority*, Nicosia, Cyprus.
 - Facilitating interdepartmental coordination and co-conducting team building workshop, April 1987, *United Nations Children's Fund*, Geneva Headquarters.
 - Consulting on team building and performance improvement, April 1985, *United Nations Children's Fund*, Sana'a Office, Yemen Arab Republic.
 - Consulting on team building, 1982, *Chinese Relief Organisation Children's Home*, Taipei.
 - Conducting workshops on Corporate Culture, 1991, 1996, 1997 *Leader Academy*, Antwerp.
 - Consulting and advising the trainers of the Pan African Institute for Development on small scale enterprise development programmes in Burkina Faso, Cameroon, Congo, Nigeria, Rwanda and Zambia, 1990, *International Labour Organisation*, Buea, Cameroon.
 - Co-conducting workshop on Project Management, 1990, *China Training Centre for Senior Personnel Management Officials*, Beijing.
 - Conducting workshop on decision making, 1986, *United Nations High Commissioner for Refugees*, Emergency Unit, Geneva.

PRESENTATIONS & PUBLIC SPEAKING ENGAGEMENTS

A complete list of speaking engagements at international conferences, professional conferences, special focus events is available upon request.

PROFESSIONAL AFFILIATIONS

American Academy of Management
 American Psychological Association
 International Association of Applied Psychology
 International Institute of Administrative Science
 International Association of Schools and Institutions of Administration
 Swiss Federation of Psychologists

