

Anna Powell, Principal Consultant

Overview of Expertise

Anna Powell has extensive experience in strategy, design and co-creating learning systems. Anna has held senior management roles across the education, community, international development, corporate and education sectors, including with Oxfam and Westpac Foundation. Anna also has extensive consultancy experience working with international non-government organisations, universities, community organisations, government, social enterprises and philanthropic organisations.

Anna draws on professional training and qualifications in complexity theory, human-centred design, psychology, organisational development and adaptive leadership to offer tailored support for leaders, networks, organisations and communities to create meaningful and healthy changes in their contexts.

1 Anna has led the design, monitoring and evaluation of initiatives in areas including education, employment pathways, active citizenship, volunteering, youth and family services, and economic participation.

Qualifications & Training

Diploma of Process Orientated Psychology, ANZPOP (current)

- Applied Systemics Thinking, Systemic Development Associates (current)
- Complexity Aware Monitoring and Evaluation, Clear Horizon (2017)
- Advanced Co-design, Liz Sanders (2017)
- Values and Framing for Community Engagement, Common Cause UK (2012)
- Cynefin and Complexity Foundations, Dave Snowden (2011)
- Senior Leadership Program, Oxfam (2010)
- Bachelor of Arts, specialising in Psychology, Anthropology, Sydney University (2003)

Examples of Project Experience

Design Facilitation and Capacity Building

- Design and collaboration facilitation, Collective ed.: led the training, mentoring and advice to the network of six (6) communities in Tasmania working to increase year 12 attainment and improve post-school pathways for young people. (2017- 2019)
- Collaboration facilitator of the Glebe Collective Impact initiative, an early stages place-based change initiative. Included co-design and developmental evaluation practices to support the community to deepen understanding and develop a shared vision and agenda for change. (2017)
- Strategy design facilitator, including Theory of Change for the new UTS Social Impact Framework. (2016 – 2017)

- Co-design facilitator for Western Sydney Community of Schools collaborative initiative, including strategy design, Theory of Change and leadership capability building. (2016 – 2017)
- Design facilitation including Theory of Change for University of NSW equity and diversity strategy (2016)
- Co-led the participatory design of the Westpac Financial Inclusion Strategy. (2015)
- Design facilitation and evaluation of the social enterprise capacity building program for Westpac Foundation. (2014)
- Co-design training and mentoring for Action Aid Australia’s community engagement and campaigning work, focusing on gender justice. (2013)
- Strategy design and facilitation of the Common Cause Australia network. (2013)
- Design facilitation and research for an ARC-linkage grant project through University of Western Sydney, focused on creating new ways to foster and build active citizenship amongst diverse communities. (2013)

Developmental evaluation

- Developmental evaluation of the Collective ed. Ulverstone and George Town collective impact initiatives. Also included training and mentoring of community leaders to led developmental evaluation in their contexts. (2017 – 2019)
- Led the developmental evaluation of the Ulverstone Secondary College Ignite design pilot. (2018 – 2019)
- Developmental evaluator in partnership with the Australian Centre for Social Innovation (TACSI) to conduct a human-centred design process with the Commonwealth Department of Employment to develop policy solutions for Indigenous employment (2017).
- Led participatory design for developmental evaluation of Macquarie University’s PACE Program (2016).

Monitoring and Evaluation (M&E) frameworks and plans

- Designed evaluation framework for the South Australian Collective Impact initiative, AIBS (2017)
- Designed outcomes framework, evaluation and learning tools, informed by iterative Theory of Change, for Macquarie University’s student employability strategy (2015 – 17)
- Facilitated Theory of Change and designed evaluation framework for Dusseldorp Foundation (2016)
- Developed evaluation framework for Westpac Foundation at an organisational level and of social enterprise grants program (2015)

Positions held

- Principal Consultant, Clear Horizon (2017 – present)
- Consultant, Co-lab Consulting (2012 – 2017)

- Senior Advisor, Westpac Foundation (2014 – 2015)
- Program Manager, Oxfam Australia (2007 – 2012)
- Learning and Development Coordinator, Oxfam Australia (2004 – 2007)

Memberships

- Australasian Evaluation Society Member