

ELIZABETH MCCLINTOCK, PH.D.
Executive Director

EXPERIENCE SUMMARY

Elizabeth McClintock, Ph.D. is the Executive Director of The Bridgeway Group. Dr. McClintock has over 25 years of experience offering negotiation advice to parties in conflict, consulting on international mediation efforts, developing curricula, designing training, and implementing programming in negotiation, mediation, communication, conflict management, peacebuilding, and leadership development worldwide. Dr. McClintock's work is focused on conflict and post-conflict environments, with both public and private sector organizations. Dr. McClintock has supervised multi-year projects in Burundi, Timor-Leste and Liberia and managed a multi-year, multi-country capacity building program for the World Health Organization. Specific expertise includes:

- Providing advice on and training in negotiation, mediation, communication, and peacebuilding;
- Curriculum development for literate, semi-literate, and illiterate audiences;
- Leadership capacity building;
- Multi-stakeholder meeting design and facilitation;
- Training-of-trainers program design and implementation;
- Conflict assessment and training-related diagnostics;
- Design and implementation of evaluations in the field of peacebuilding; and
- Program design and management.

PROFESSIONAL EXPERIENCE

The Bridgeway Group (August 2007- present). *Executive Director.*

Selected experience includes:

- **Lead program designer & facilitator** of a WHO program to enhance the collaboration & coordination skills of Antimicrobial Resistance (AMR) committee members in WHO member states, commissioned by the NPM Unit, Department for Surveillance, Prevention & Control, WHO's Antimicrobial Resistance Division (Jan 2021-present).
- **Global Advisor for Training and Curriculum Development** for the Regional Peacebuilding Programme for South Sudanese Refugee Youth, UNHCR (2020-2021).
- **Co-organizer, Global One Health Diplomacy curriculum project** at The Fletcher School, Tufts University (August 2021-present).
- **Co-organizer of the "Controlling Infectious Disease Outbreaks: Conflict, Security and Global Health Diplomacy" Symposium** at The Fletcher School, Tufts University (October 2020; March 2021).
- **Program designer and co-facilitator for "Gira Ejo"**, an entrepreneurship program designed to build the conflict resolution and micro-enterprise skills of Burundian youth (2017-2020).
- **Co-facilitator and curriculum designer** of training & coaching programs conducted at country, regional, and headquarters level for the World Health Organization (CMG, CMP & BWG: 1995-present).

CMPartners, LLC Cambridge, MA (2003-2019). *Partner.*

Selected experience includes:

- **Multi-stakeholder Dialogue Support and Facilitation:**
 - **Consultant to the US Government** and its Kenyan partners offering strategic communications and negotiation advice for the design of the **Kenya dialogue process** (2018);
 - **Consultant to the National Facilitator of Sierra Leone's Multistakeholder Dialogue** to support a more effective integration of digital health approaches into community health worker training (2016-2018);
 - **Consultant to the US Government** and the **United Nations Office of the Special Adviser of the Secretary General to Burundi** on the Burundi dialogue process (2015-2018);
 - **Co-facilitator** of a training program to support the implementation of multistakeholder dialogue for **WHO's Partnership for Maternal, Newborn & Child Health** (2013-2015).

- **Conflict Assessment and Evaluation:**
 - **Co-designed & implemented a multi-program assessment** for USAID/Burundi's Democracy and Governance Office to inform their understanding of their strategic focus on youth as a means of addressing conflict & mitigating violence in Burundi's turbulent political environment (2018);
 - **Consultant to the UNCT-Burundi** to support the re-orientation of the UNCT & its programming to better position itself to respond to the ongoing, multi-dimensional crisis in Burundi (2016);
 - **Country team leader** and substantive expert for an evaluation of USAID CMM's P2P reconciliation approach in Burundi, with Social Impact (2013).
- **Curriculum Design and Training:**
 - **Lead Facilitator and program designer, Burundi Leadership Training Program**, including a focus on **youth development and social cohesion** and work with the **Burundian National Defense Forces** to integrate the force as mandated by the 2000 Arusha Accord (2003-2020);
 - **Lead curriculum designer and facilitator** of AECOM's South Sudan Morning Star Facilitation Training-of-Trainers Program (2016-2017);
 - **Project Manager** for the World Bank-funded "**Leadership and Communication Capacity for National Renewal**" program, Timor-Leste (2007-2009).

Conflict Management Group (CMG), Cambridge, MA (1994-2003).

- **Director of Programs (2001-2003).** Responsible for managing all program staff, development of new programs, creation of teams for the design and delivery of CMG programs and working with the Executive Director in the design and implementation of CMG's strategic plan. Designed, managed, and implemented program activities for CMG's work with the World Health Organization, the Central Africa Project, and the Israeli-Palestinian Negotiating Partners Program, in addition to other projects.
- **Program Manager (1994-2001).** Responsible for developing, coordinating, and implementing training and consulting programs in a wide range of project areas including intercultural negotiations, race relations, and preventive diplomacy.

UNIVERSITY TEACHING EXPERIENCE

Adjunct Assistant Professor of International Negotiations, The Fletcher School, Tufts University, Medford, MA (2017-present). Co-teach two graduate level courses in international negotiations theory and practice. Responsibilities include co-development of course syllabi, preparing and delivering lectures, assisting students with assignments and papers, student performance evaluation and grading. Co-taught one course as part of The Fletcher School's summer Executive Education program (2020-2021).

Adjunct Lecturer, School of Advanced International Studies, Johns Hopkins University, Washington, D.C. (2015-2022). Taught a graduate level course, *International Dispute Settlement Methods*. Responsibilities included development of course syllabus, preparing and delivering lectures, assisting students with assignments and papers, student performance evaluation and grading.

Adjunct Professor, Institute of Global Leadership, Tufts University, Medford, MA (2019). Designed and delivered a semester-long undergraduate course in negotiation and leadership. Responsibilities included development of course syllabus, preparing and delivering lectures, assisting students with assignments and papers, student performance evaluation and grading.

SELECTED PUBLICATIONS

- Chigas, Johnstone, Kochevar, & McClintock (2022). "Empowering One Health Peacemakers" in *Journal of Transdisciplinary Peace Praxis* Vol 4 No. 2. London: Frontpage Publications Ltd.

- McClintock, E., & Brachet, A. (2019). "Peacebuilding and Development Training: What's Not Working and What We Should Be Doing Instead" in *Journal of Peacebuilding & Development*. Sage Journals and Kennesaw State University. <https://doi.org/10.1177/1542316619880504>
- McClintock, E. and Kelly, M. (2019). "Tools for Navigating Change". *EXPLO Elevate Case Study*.
- Frost, L. and McClintock, E. (2014). **Multi-stakeholder Dialogues for Women's and Children's Health: A Guide for Conveners and Facilitators**. WHO.
- Fairman, D., Chigas, D., McClintock E., and Drager, N., (2012). **Negotiating Public Health in a Globalized World: Global Health Diplomacy in Action**, Springer Briefs in Public Health, Dordrecht: Springer.
- McClintock, E., and Nahimana, T. (2008). "Managing the Tension between Inclusionary and Exclusionary Processes: Building Peace in Burundi" in *International Negotiation* Vol 13 No 1. Martinus Nijhoff Publishers and Johns Hopkins University.
- Chigas, Fairman, McClintock and Najam. (2007). "Negotiating Across Boundaries: Promoting Health in a Globalized World" in **Trade and Health: Seeking Common Ground**. Heymann, Drager and Blouin eds. Montreal: McGill-Queens University Press.
- Sommers, M. and McClintock, E. (2003). "On Hidden Ground" in **Imagine Coexistence: Restoring Humanity After Violent Ethnic Conflict**. Chayes, A., & Minow, M., eds. San Francisco, CA: Jossey-Bass.

ACADEMIC & VOLUNTEER SERVICE

- Peer Reviewer, *International Negotiation* (2022)

EDUCATION & HONORS

Ph.D. The Fletcher School of Law and Diplomacy, Tufts University (2016)

*Dissertation title: **Securing the Space for Political Transition: The Evolution of Civil-Military Relations in Burundi***

Fields of study: International Negotiation and Conflict Resolution and Human Security.

Grants and Fellowships:

- Ph.D. Exchange Fellow at l'Institute d'Etudes Politiques (Sciences Po), Paris (2012-2013)
- Dean's Award Recipient, Summer Research Grant, The Fletcher School (2012)
- Next Generation Research Grant Recipient, Program on Negotiation, Harvard Law School (2012)
- Institute for Qualitative and Multi-Methods Research, Syracuse University (June 2011).
- Graduate Institute for Teaching, Fellow (2010-2011).

M.A.L.D. The Fletcher School of Law and Diplomacy, Tufts University, Medford MA (USA)

*Masters Thesis: **Prospects for Peace in the Sudan: The Creation of a National Identity.***

Fields of Study: International Negotiation and Conflict Resolution and Southwest Asian Studies.

A.B. (Government) – Dartmouth College, Hanover NH (USA)

LANGUAGES

	Speaking	Reading
French	Advanced Proficiency	Advanced Proficiency

PROFESSIONAL AFFILIATIONS

Member, National Peace Corps Association: 1992-present

Member, Alliance for Peacebuilding: 2010-present