

Andrew Hockley

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Brief Profile

- Managed, designed, developed, and evaluated numerous large scale educational projects
- Trainer of teachers and managers
- Consultant and trainer with international experience
- Over fifteen years experience in instructional design and facilitation
- Excellent cross-cultural and interpersonal skills

Education

Masters in International and Intercultural Management, School for International Training, Vermont (USA) 2000

RSA/UCLES Diploma in Teaching English as a Foreign Language, International House London, Distance Training Programme 1994

B.Sc. (Hons) Mathematics, University of Warwick 1987

Professional Experience Overview

Freelance **Educational Management Consultant and Teacher Trainer**, based in Romania, 2004 – present

Executive Director, FocusEd Association (International organisation of educational institutions, based in Romania) 2004 – 2006

Project Manager, Center for Teacher Education, Training, and Research, School for International Training, USA, 1999-2004

Teacher Trainer and Management Consultant, Arab American University of Jenin, Palestinian Territories, 2003

Curriculum Development Consultant, World Education/Columbia University, Boston, USA 1999

Computer Assisted Language Learning/Software Specialist, College of Micronesia FSM, Palikir, Micronesia, 1996-1998

Teacher of English as Foreign Language, Italy, Portugal, Turkey, Thailand, UAE, Spain, UK, 1987-1996

Professional Experience: Details

Freelance Educational Management Consultant and Teacher Trainer, based in Romania, 2004-ongoing

Management consultant hired by educational organizations around Europe. Educational management course developer and trainer for international groups (delivery in Romania, Spain, UK, Australia, Vietnam, Turkey, Oman, and online). IDLTM lead trainer worldwide. Intercultural Communication and Educational Management course trainer through European Commission's Grundtvig programme. Teacher trainer (SIT TESOL Certificate course trainer and assessor). Writer of educational resource book on management in language teaching organizations for Cambridge University Press. Consultant & Trainer on British Council project across Asia to strengthen Teacher Associations. Management training courses delivered through the British Council, Bell Schools, International House Barcelona, NILE, and the University of Queensland. Project coordinator and consultant for various European Commission educational projects. Also intercultural communication training for various organisations

Executive Director, FocusEd Association (based in Romania) 2004 – 2006

Responsible for start up of major international association of educational organizations throughout Eastern Europe and Central Asia. Project management, Teacher training, Educational Management Training, Course Assessment. Materials writer for Educational Management book and associated course

Project Manager, Center for Teacher Education, Training, and Research, School for International Training, USA, 1999-2004

Wrote proposals, managed projects both domestically and overseas, including managing large \$1,000,000 project to re-invent large 11 branch bi-national school in Brazil. Controlled budgets. Instrumental in groundbreaking multinational partnership resulting in International Diploma in Language Teaching Management (IDLTM). Trainer on IDLTM in Human Resource Management, Organisational Behaviour, Project Management, Customer Care, and Academic Management. Teacher trainer on one month intensive SIT TESOL Certificate and UCLES CELTA courses. Adjunct faculty on MA course in International and Intercultural Management (teaching Organisational Behaviour and Intercultural Communication)

Teacher Trainer and Management Consultant, Arab American University of Jenin, Palestinian Territories, 2003

Supported director of English Language Center in the university, delivered teacher training workshops to academic staff, and conversational English classes to student body. Participated in outreach programme to support local secondary school teachers. (On one semester sabbatical from above position)

Curriculum Development Consultant, World Education/Columbia University, Boston, USA 1999

Worked as part of a team developing curriculum for course entitled "Public Health in Complex Emergencies". Attended first and second iterations of course, researched, developed, and edited curriculum.

Computer Assisted Language Learning/Software Specialist, College of Micronesia FSM, Palikir, Micronesia, 1996-1998

US Dept. of Education grant funded position to introduce technology to language and literature division of college, including training, budgeting, purchasing, research, report writing, management. ESL/Mathematics instructor in brand new Intensive English Program. Duties included teaching, curriculum design, committee work, teacher training.

Teacher of English as Foreign Language, Italy, Portugal, Turkey, Thailand, UAE, Spain, UK, 1987-1996

Instructor to adults and young learners. Computer aided learning trainer and facilitator, professor at Business University, teacher coordinator, teacher trainer and workshop facilitator. Academic English teacher, course designer.

Published Writing

Books:

Managing Education in the Digital Age The Round, 2014 (co-author)

From Teacher to Manager: Managing a Language Teaching Organization Cambridge University Press, Cambridge 2008 (co-author)

Educational Management Polirom, Iasi, Romania, 2007

Articles:

Six Steps to Leadership in Leadership & Management, IATEFL, April 2016

Classroom Observations: Moving from Evaluation to Development in SPELT Quarterly, Vol 29 No. 3, 2014

Blended Learning: The IDLTM Experience in “Blended Learning in English Language Teaching: Course Design and Implementation”, British Council, London 2013

Setting up a Peer Observation Scheme In ELT Management, April 2013

What Makes Teachers Tick? In ELT Management, April 2006

From Language Teacher to Language Teaching Manager In ELT Management, September 2004

Selected Presentations and Workshops

Conference Presentations:

Steps to being a more effective leader (plenary) – EAQUALS conference, Florence, Italy, 2016

Making Management Meaningful: A Recipe for the “New Normal” (plenary) – English Australia conference, Hobart, Australia, 2016

Doing the right things *and* doing things right? How do we manage? - PASE Conference,

Warsaw, Poland, 2016

Managing education in the digital age – IATEFL, Harrogate, 2014

Feedback for teachers and managers – RATE, Cluj, Romania, 2013

Leading Questions, Leading Answers – IATEFL, Liverpool, 2013

Creating a culture of feedback (plenary) – English UK Annual conference, Cambridge 2013

Peer Observations – Teacher Development/Management SIG joint conference, Brighton 2012

How to move from teaching to managing – Special IATEFL “How To” session, IATEFL conferences, Glasgow, 2012, Liverpool 2013, Harrogate 2014, Manchester 2015, Birmingham 2016

Feedback in the language teaching organisation – IATEFL Pre-conference event, Glasgow 2012

Seeing Both the Wood and the Trees: Leadership and Management in Challenging Times (plenary) – English Australia, Adelaide 2011

Online training for project management - activities, methodology, tools – IATEFL, Brighton, 2011

Leadership in a Time of Crisis (plenary) – EAQUALS, Berlin 2010

Reflective Practice for Managers - IATEFL , Harrogate 2010

Reflection for Teachers and Managers (plenary) – British Council, Moscow, 2010

Internal Communication in a Web 2.0 World - IATEFL Pre-Conference Event, Harrogate, 2010

Managing Conflict in Language Teaching Organisations – IATEFL , Cardiff, 2009

Feedback for Managers – IHWO DoS Conference, London 2009

A Framework for Reflection (plenary) – UzTEA Conference Tashkent, November 2008

Global Perspectives in Bilingual Education (opening plenary) – “Educational Policy and Pedagogical Practices in a Multilingual Context” ISPMN Conference, Romania June 2008

Managing Projects Effectively – IATEFL Pre-Conference Event, Exeter, 2008

Feedback for Managers – IATEFL, Exeter, 2008

Error Correction - NELTA, Kathmandu, 2008

Giving and Receiving Feedback in Teacher Training – UzTEA, Tashkent, 2007

Changing to Learn, Learning to Change – IATEFL, Aberdeen, 2007

Managing Change Effectively – IATEFL Pre-Conference Event, Aberdeen 2007 (with George Pickering)

Motivating Yourself and Others – IATEFL Pre-Conference Event, Harrogate 2006 (with George Pickering)

What Makes Language Teachers Tick? - IATEFL, Cardiff 2005

International Training Needs in Language Teaching Management – TESOL, Salt Lake City 2002

E-learning and Developing Reflective Practice – TESOL Salt Lake City 2002 (with Donald Freeman, Anne Katz, Dan Clapper, Vera Bradford)

Case Studies in Experiential Teacher Training – TESOL Salt Lake City 2002 (with Kristen Walls)

Fine Tuning Your Accent in Teacher Education – TESOL St Louis 2001 (with Kristen Walls and Lisa Varandani)

Workshops, Seminars, and Short Courses

All modules on the IDLTM (International Diploma in Language Teaching Management) – Management & Leadership, Organisational Behaviour, Human Resource Management and Communication, Customer Service, Marketing, Project Management, Managing Change, Academic Management – various locations over many years (2001 – present)

Managing Conflict – Half-day workshop, EAQUALS conference, Florence, Italy, 2016

Intercultural awareness and communication training with a focus on Asia and Europe – (2 day course for software project managers) Infineon, Bucharest 2016

Performance Art: Managing Underperforming Teachers– EA Conference pre-conference event, Hobart, Australia, 2016

Director of Studies Course – (one week course for DoSs) IH Barcelona 2016

Effective teams and teamwork: building, participating, leading – IATEFL pre-conference event, Birmingham, 2016

Team Leader training – Yasar University, Izmir. 2015. One week training for new supervisors

People management: managing challenging situations, groups and individuals - IATEFL pre-conference event, Manchester 2015

Managing in ELT – Izmir Economics University, Izmir, Turkey. Two week management training for university English teachers from around Turkey. 2014

Leadership Skills Development Programme – Hanoi, Danang, Ho Chi Minh City, Vietnam, 2 week training in 3 different cities as part of Vietnamese Ministry of Education Project 2020. Leadership, change, and project management for university faculty from all over Vietnam. 2013

Leading the Team - Sue Leather Associates, Online (with Moodle) 2013 – present (ongoing)

English In-Service Training (BEST) – Bell Bucharest, Bucharest 2011 (2 weeks)

Intercultural Communication in a Multiethnic Europe - Soros Educational Center, Miercurea Ciuc (Romania), 2010 (1 week)

Managing People and Quality in Education – Bell Teacher Training Campus, Cambridge 2010 (2 week)

Fundamentals of Project Management – Sue Leather Associates, Online (with Moodle) 2010 – present (ongoing)

Management of University Language Centres – NILE, Norwich 2010 (3 weeks)

European Project Design and Management – Soros Educational Center, Miercurea Ciuc (Romania), 2010 (1 week)

Change Management and the Learning Organisation – ASE, Bucharest, 2008, 2009, 2010

Managing Projects Effectively – IATEFL Pre-Conference Event, Exeter, 2008

Projects in the Learning Organisation as a Tool to Effect Change - ASE, Bucharest, 2007, 2008, 2009

Managing Change Effectively – IATEFL Pre-Conference Event, Aberdeen 2007 (with George Pickering)

Management and Managing; Organisational Management; Human Resource Management; Academic Management; Project Management; Managing Change; Marketing; Customer Service – all as lead trainer on regularly run International Diploma in Language Teaching Management (IDLTM) courses (USA, Brazil, Australia, Spain, Vietnam, Turkey, Oman, China) 2001-present (ongoing)

Intercultural Communication in a Multiethnic Europe – European Commission Grundtvig programme sponsored one-week course, Miercurea Ciuc Romania (2006, 2007)

Educational Management - European Commission Grundtvig programme sponsored one-week course, Miercurea Ciuc Romania (2006, 2007)

Intercultural Communication – 2 credit module on MA in Intercultural in Service, Leadership, and Management, at School for International Training, Brattleboro USA (2003, 2004)

SIT TESOL Certificate Course – 4 week intensive teacher training course: in Boston USA, Brattleboro USA, Krakow Poland, Bishkek Kyrgyzstan, Miercurea Ciuc Romania (2001-2006)

Selected Projects and Consultancies

Strengthening Teacher Associations – British Council project to offer training and support to associations of teachers of English throughout the Central and South Asia region. Trained in 5 one-week workshops on all aspects of leadership and management in teachers' associations, created and managed on-line post course support Moodle platform, co-trained on follow-up workshops for peer-review of associations, and on leadership and mentoring training (2007-2008)

Youth Sport – Curriculum development consultant, brought into to multinational EU project to develop 20 hour training for young people developing sort-based social enterprises (2015-2017)

EDUCO – Project member and curriculum development specialist on EU funded project to support sports coaches in work on dealing with soft skills (2012-2015)

Europe at Work – Training and Intercultural Communication specialist (consultant) on large multinational European (EU) workplace training and citizenship project (2007-2008)

IH Kyiv – Carried out management consultancy at large language school in Kyiv, Ukraine, including working with all staff to create a shared vision for the school and work on strategic planning (2005)

Arab American University of Jenin, English Language Center – worked with director of the centre to better integrate center into the structure of the college, and to decide on staffing and professional development needs

IBEU 2003 – Project manager for large scale three year project to assist in reculturing of 11-branch, 180-teacher bi-national centre in Rio de Janeiro, Brazil, involving in-service training for all teachers, management training for all branch managers and academic coordinators, facilitating process to rework student assessment systems and teacher development processes. (2000-2003)

Title III COM-FSM – Member of a team implementing and integrating technology into Micronesian college infrastructure and curriculum on project funded by the US government. Personally in charge of integrating technology into the English curriculum (including software purchasing and support, teacher training, lab networking and maintenance. (1996-1998)

Professional Associations

IATEFL (International Association of Teachers of English as a Foreign Language) – Committee member and webmaster of Leadership and Management Special Interest Group

QUEST (Romanian Association for Quality Language Services)

RATE (Romanian Association of Teachers of English)

IATEFL-Hungary

Other Information

Languages: Spanish (Advanced level – ACTFL); Portuguese, French, Hungarian (all lower intermediate level)

Interests: Travel, writing and journalism, popular culture, cookery