

## Professional Biography for Justine Ickes

Justine Ickes is a dynamic and creative trainer, ICF-certified coach, and [instructional designer](#) with over 30 years of experience developing, delivering and evaluating award winning on-site and web-based leadership and professional development training programs for government agencies, multinational corporations, educational institutions, international nonprofits, and other public and private sector clients.

Ms. Ickes has worked and consulted for diverse organizations, including the North American Hispano Cultural Association in Madrid, Spain, the Peace Corps, the U.S. Department of State, and the International Medical Corps in Washington, D.C., the Education Development Corporation (EDC) in El Salvador, and the New School for Social Research, the French Culinary Institute, and the United Nations Population Fund (UNFPA) in New York. She has developed, facilitated and evaluated staff development programs, created web-based learning solutions, and written training guides on a variety of topics.

From 1994 to 2004, Justine worked for the Peace Corps as a trainer, language training specialist, and education program expert. Her significant achievements at the agency include establishing training operations in post-conflict Eritrea, spearheading youth development programming in the Europe, Mediterranean and Asia region, and managing the creation of the *Nonformal Education Manual*.

Since launching her consulting firm in 2004 Justine has worked on a wide range of [organizational development, training, and instructional design projects](#). For EDC she facilitated in-service workshops in El Salvador on integrated music education. At the New School for Social Research she designed and facilitated asynchronous on-line teacher education courses. For the French Culinary Institute Justine created the language and culture component of an Italian culinary program. After Hurricane Katrina Justine also directed a disaster recovery workforce development program in Louisiana and Mississippi. She has designed a web-enabled on-boarding program for the United Nations Population Fund and the International Medical Corps, and evaluated e-learning programs for Berlitz. Since 2014 Justine has facilitated leadership training at the U.S. Department of State's Foreign Service Institute. Most recently, Justine was a senior learning advisor for the "Culturally Attuned" podcast series of the U.S. Institute of Peace.

Early in her career Justine edited art reviews in Spanish and worked as an editorial assistant for the Smithsonian Institute's *Handbook of North American Indians*. But that was long ago and far away...

Ms. Ickes holds a Master of Arts in Anthropology from Columbia University and a Bachelor of Arts in English from Georgetown University.

Ms. Ickes is fluent in English and Spanish and is working on her Turkish.

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