

# **Working with Consultants**

## **Pamela Shifman and Puja Dhawan, Novo Foundation**

## **Hanh Cao Yu, Social Policy Research Associates**

Interview 10/3/12

Focus: NoVo's Move to End Violence Initiative

### **1. What resulted from the consulting project that was transformative?**

- Revision of roles relative to ways to support movement builders/change makers
- Consciousness of power with vs. power over
  - Role of Pamela & Puja as collaborative/activist funders
  - Role of Hanh as a participatory evaluator

### **2. How was NoVo "ready" for this project?**

- In-depth time spent in planning and design, including the stakeholder scan
- Readiness to make a substantial financial investment over a long period of time
- Readiness to invest Pamela and Puja's time

### **3. What are two or three things that made your partnership tick?**

- Respect
- Honesty
- Tremendous support to Social Policy Research Associates
- Accessibility, so down to earth!

### **4. Assuming Pamela has worked with consultants before, what made this partnership with Hanh different? More joyous? More impact? And, for Hanh, you've worked with lots of social sector leaders, what made Pamela stand out?**

- Pamela and Puja's humility, ease of access
- Passion for this work
- Engagement of Peter & Jennifer

### **5. Looking back, knowing what you know now, what's one thing you would have done differently?**

- More dialogue around the findings and recommendations

### **6. How did you find each other?**

- Jackie Payne