

## How John can help you and your partners release their potential

### Training

John works with organisations to design training for their individual needs. Courses are participatory and provide practical tools.

#### *Courses include*

- > finance for the non-specialist
- > training of financial trainers
- > building financial management capacity for partners
- > communicating financial management between finance and non-finance people and cross-culturally.

### Advisory and consultancy

Projects include reviewing programme management, and/or financial management for southern partners, building capacity for organisations, and making sure that systems meet the needs of major donors.

Also, 'Fit for funding' reviews of southern partners of European organisations.

### Individual coaching/facilitation

John provides confidential coaching for individuals to develop their own financial management skills. This may be prior to working internationally or starting a new role a senior position.

John also facilitates groups, perhaps when an external person can allow everyone to participate more fully. Facilitation is often appropriate when an independent catalyst is needed to allow creative thinking.

## Client's say

*"I liked John's style - adaptable to where people were at ...very empowering"*

*"The work you did for us in Kolkata was extremely beneficial...your complete understanding of our partners work and your friendly approach"*

*"John was sympathetic to those of us who find numbers difficult"*

*"Covered difficult issues and made them accessible to a wide range of abilities"*

*"Very clear manner - calm and assured way of communicating - always open and positive"*

*"The material was excellent - exactly what I wanted".*

*"John made complex jargon simple and built my confidence"*

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John Cammack will be delighted to talk through specific needs with organisations or individuals.

### Contact John Cammack

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**John Cammack**

Consultancy and training  
for international  
development

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## About John Cammack

John Cammack is a highly experienced adviser, consultant, trainer and coach in international development, working with non-profit and non-governmental organisations (NGOs).

He specialises in using management and financial tools to help build individual and organisational capacity. This allows organisations and individuals to release their potential and lead to more effective programme activities.

John is a qualified accountant, manager and teacher. He holds an MSc in international development management, and an MBA. He is a member of the Chartered Institute of Public Finance and Accountancy (CIPFA), and the Chartered Management Institute (CMI).

John was head of international finance at Oxfam GB, and senior lecturer in accounting and financial management at Oxford Brookes University.

He has been involved with international development with a wide range of agencies for 25 years, working with groups at all levels in over 50 countries.

## Clients

Accounting for International Development  
Aga Khan Foundation, Pakistan  
American University of Paris  
BBC Media Action  
Bond  
Cini Asha, India  
Development Training and Learning Programme (DTalk), Ireland  
European Commission  
Financial Management Service Foundation, India  
Gorta, Ireland  
Homeless International  
Intrac  
Médecins Sans Frontières, Switzerland  
MzN International  
Oxfam GB  
Red R  
Seeds of Life, East Timor  
Street Football World, South Africa  
Sudanese Microfinance Development Facility  
Water Aid

## Open courses

John provides courses through, and is an associate trainer for, Bond, Intrac, and InterChange people development.



## Publications

*Building financial management capacity for NGOs and community organizations: a practical guide*, Practical Action, 2014

*Basic accounting for community organizations and small groups (with trainer's guide)*, Practical Action Publishing, 2014

*Communicating financial management with non-finance people: a manual for international development workers*  
Practical Action Publishing, 2012

*Financial management for emergencies* with Tim Foster and Simon Hale, 2005  
[www.fme-online.org](http://www.fme-online.org)

*Financial management for development*  
Intrac, 2000

## Working style

- developing skills in a non-threatening manner
- using a participatory approach
- allowing time to reflect, facilitating professional learning
- providing practical tools supported by clear written materials
- promoting effective cross-cultural learning
- encouraging confidence
- offering an enjoyable learning experience