

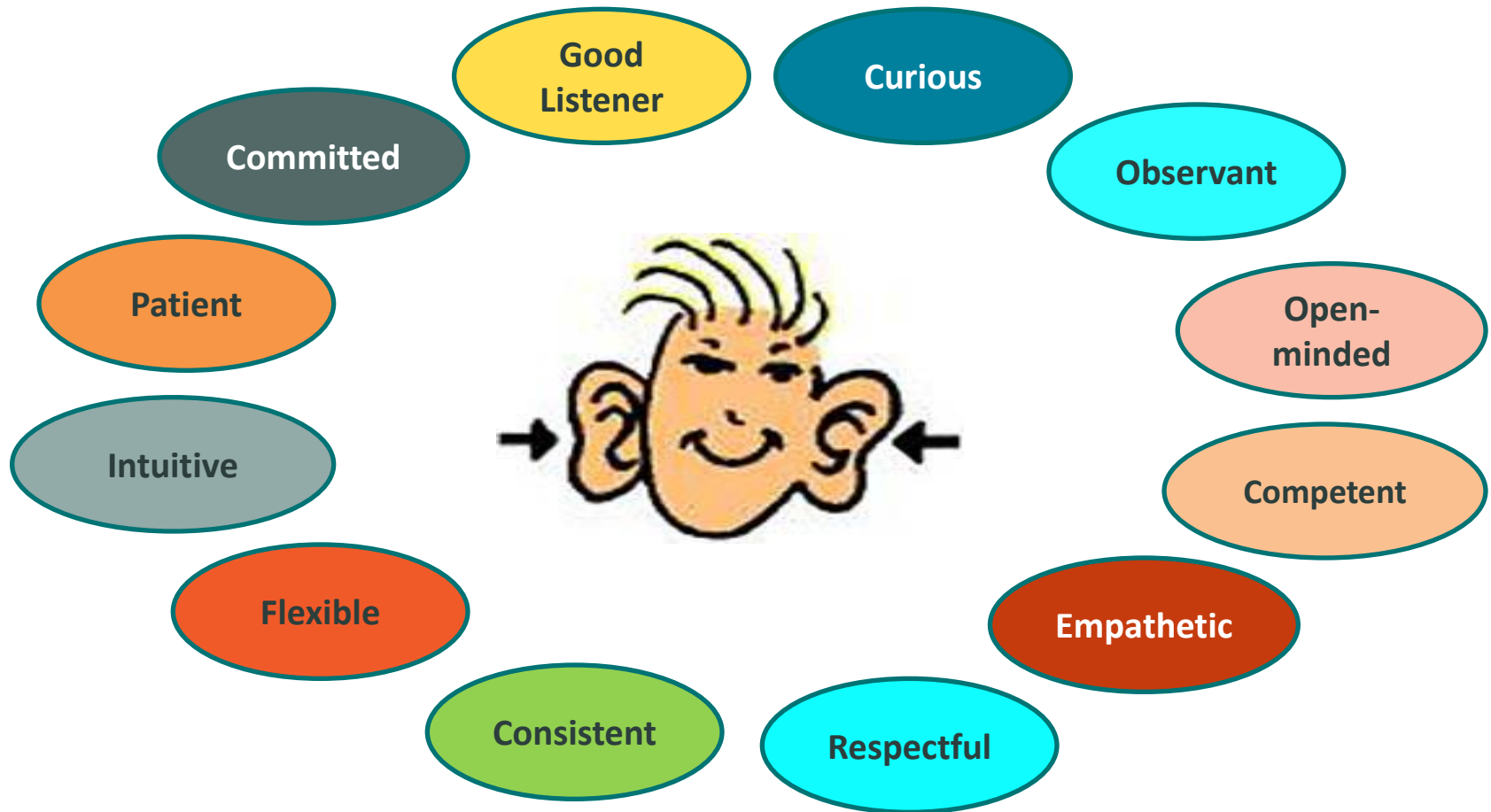


THE INTERNATIONAL SECURITY SECTOR ADVISORY TEAM
THE GENEVA CENTRE FOR THE DEMOCRATIC CONTROL OF ARMED FORCES

Session 15: Effective Advising



Attributes of an Advisor



Key Attribute (A Personal View)



- The key attribute of an advisor is the ability to build a bond of trust and confidence with the principal being advised.
- Building trust takes time, energy, persistence, patience and a selfless approach.
- Trust is a blend of good personal chemistry and mutual professional respect.

‘Nothing is as fast as the speed of Trust. It is the One Thing that Changes Everything’

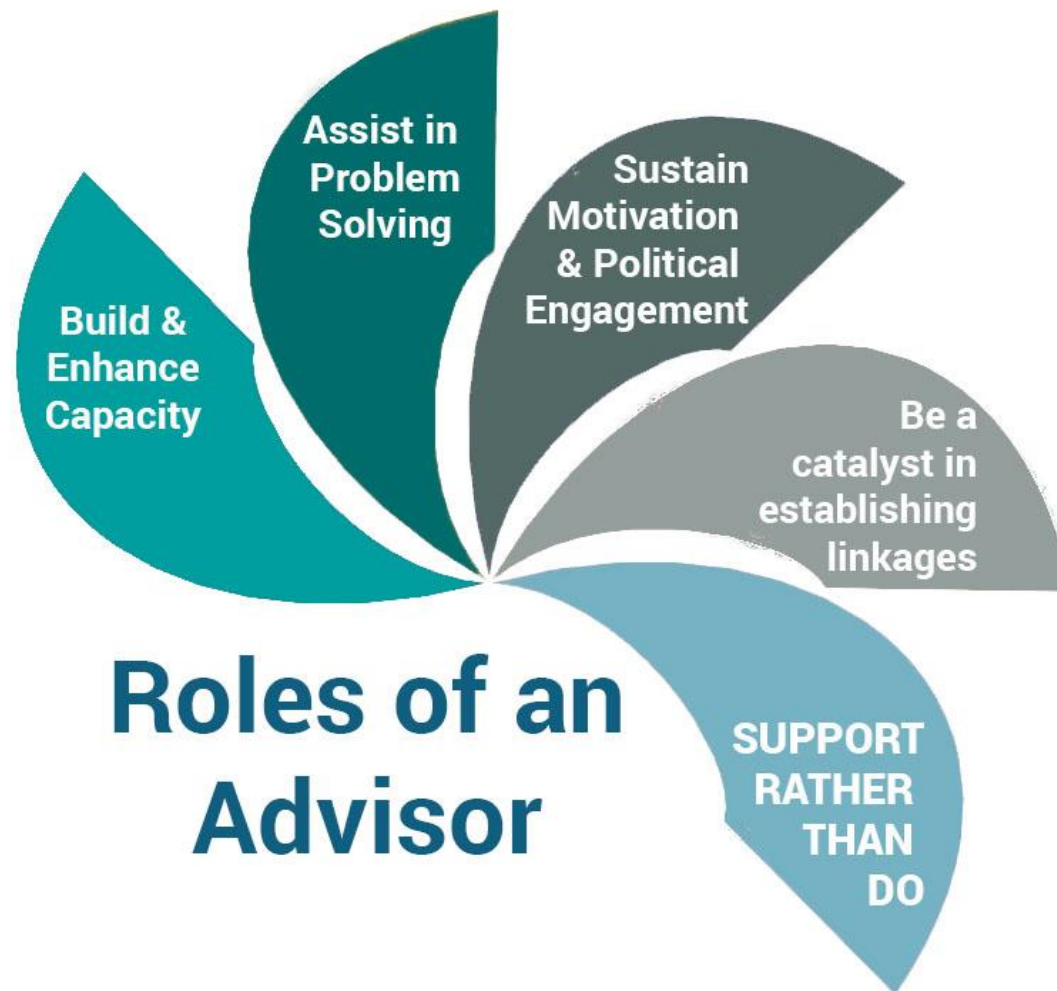
Stephen Covey, Speed of Trust, 2006



Equation for Success

$$C + U + T = I$$

Roles of an advisor



Accountable to Whom?



Remember

- **An Advisor is there to offer advice not to 'do'**
- **Build trust with your counterpart/principal**
- **Build/enhance capacities and local ownership**
- **Provide sustainable advice to reduce external dependancy**
- **Be aware of cultural sensitivities**
- **The bottom line is 'do no harm'**

Videos (optional)



Jane Grausgruber

<V:\VIDEOS\2015 videos\Videos for eLearning Police Reform\Jane Grausgruber on advising.mp4>

<https://www.youtube.com/watch?v=0-KApcX7q84>

Jane Rhodes

<V:\VIDEOS\2015 videos\Videos for eLearning Police Reform\Jane Rhodes on advising.mp4>

<https://www.youtube.com/watch?v=37nzJp3ARjo>

Piet Biesheuvel

<https://www.youtube.com/watch?v=OfngGAMwZtw>