LIST OF CONFIRMED PARTICIPANTS

Please note that this list reflects all registered participants until 16 February. There will be no further updates after this date.

ENLARGED PRESIDENCY

1. Ilsur Metshin, Mayor of Kazan, President of UNACLA, Governing President of UCLG
2. Evgeniiia Lodvigova, Deputy Mayor of Kazan
3. Ruslan Galiakhmetov, Head of International Relations Department, Kazan
4. Arseny Karyakin, First Deputy Head of International Relations Department, Kazan
5. Saniia Sabitova, Head of International Section, International Relations Department, Kazan
6. Regina Kozenko, Senior Specialist of the International Department, Kazan
7. Alexey Khoruzhev, Assistant to the Mayor of Kazan
8. Uğur Ibrahim Altay, Mayor of Konya, Co-President of UCLG
9. Selim Yücel Güleç, Head of Culture and Social Affairs Department, Konya
10. Ahmet Bilgiç, Head of Press, Media and PR, Konya
11. Mutlu Uslu, Chief, Konya
12. Jan Van Zanen, Mayor of The Hague, President of VNG, Co-President of UCLG
13. Jessie Post, Policy Adviser, VNG
14. Stan Abma, Project Manager, VNG
15. Berry Vrbanovic, Mayor of Kitchener, Treasurer of UCLG
16. Ada Colau, Mayor of Barcelona, UCLG Envoy to the United Nations
17. Ramon Canal, Director of Technical Programming Cabinet, Barcelona
18. Felip Roca, Director of International Relations, Barcelona
19. Mònica Battle, Deputy Director of International Relations, Barcelona
20. Álvaro García, Advisor on International Relations, Barcelona
21. Montse Garcia, Manager for the Mediterranean and Africa, Barcelona
22. Jordi Cortés, International Cooperation Officer, Barcelona
23. Carlos Martínez, Mayor of Soria, Envoy of the UCLG Presidency on the New Urban Agenda
24. Lidia Sanz, Councillor, Soria
25. Isabel Jimenez, Participation Officer, Soria
26. Mercedes Sánchez, Deputy Director of International Affairs and Cooperation, Spanish Federation of Municipalities and Provinces (FEMP)
27. Dolores Palacios, International Cooperation Officer, FEMP
28. Ashok Kumar Byanju Shrestha, Mayor of Dhulikhel, President of the Municipal Association of Nepal, Vice-President of UCLG for ASPAC
29. **Carola Gunnarsson**, Mayor of Sala, Vice-President of the Swedish Association of Local Authorities and Regions (SALAR), Vice-President of UCLG for Europe
30. **Helène Lundberg**, Senior Adviser, SALAR
31. **Dominique Faymonville**, Senior Policy Adviser, SALAR

32. **Mohamad Saadie**, Mayor of Deirnbouh, President of the Union of Dannieh Municipalities, Vice-President of UCLG for MEWA

33. **Joanne Vanderheyden**, President of the Federation of Canadian Municipalities (FCM), Vice-President of UCLG for NORAM

34. **Pablo Jurado**, Prefect of Imbabura Province, President of CONGOPE, Vice-President of UCLG for the Forum of Regions
35. **Isabel Proaño**, Executive Director, CONGOPE
36. **Gabriela Zuquilanda**, Director of International Cooperation, CONGOPE
37. **Katherine Chalá**, Coordinator of Strategic Positioning, CONGOPE
38. **Lorena Mora**, Director, CIFAL-Ecuador

**Representatives of Presidency and Vice-Presidency**

39. **Qiang Sheng**, Director of Municipal Foreign Affairs Office, Xi’an
40. **Li Xiaoyan**, Deputy Director of Municipal Foreign Affairs Office, Xi’an
41. **Su De’an**, First Consultant of Municipal Foreign Affairs Office, Xi’an
42. **Shi Qi**, Director of Center for International Friendship Cities, Xi’an
43. **Cheng Yuansheng**, Staff of Center for International Friendship Cities, Xi’an
44. **Bai Ge**, Staff of Center for International Friendship Cities, Xi’an
45. **Iris Zhao**, Foreign Affairs Office, Xi’an
46. **Fabiana Goyeneche**, Director of International Relations, Montevideo
47. **Paola Arjona**, Adviser, Montevideo

**POLICY COUNCILS AND POLITICAL REPRESENTATIVES**

**Right to the City and Inclusive Territories**

48. **Mohamed Aydi**, Deputy Mayor of Sfax, UCLG Policy Councillor
49. **Annie Chrystel Limbour Iwenga**, Deputy Mayor of Libreville, UCLG Policy Councillor

50. **Elsa Toure**, Peace and International Relations Officer, Grigny

**Opportunities for All, Culture and City Diplomacy: Keys to Sustainable Development and Peace**

51. **Souad Ben Abderrahim**, Mayor of Tunis, Co-Chair of the Policy Council on Opportunities for All
52. **José Manuel Ribeiro**, Mayor of Valongo, UCLG Policy Councillor
53. **Gisela Barbosa**, Head of Citizenship and Youth Division, Valongo

54. **André Viola**, Councillor for Europe and International Affairs, Aude Provincial Council
Safer, Resilient and Sustainable Cities, Capable of Facing Crises

55. Fatimetou Abdel Malick, President of Nouakchott Regional Council, Co-Chair of the Policy Council on Resilient Cities
56. Abd Dayem Navae, Adviser for Cooperation, Nouakchott Regional Council
57. Mohamed Sefiani, Mayor of Chefchaouen, Chair of the UCLG Forum on Intermediary Cities, UCLG Policy Councillor
58. Francisco Toajas, Mayor of Las Cabezas de San Juan, Co-chair of the UCLG Committee on Local Economic and Social Development, UCLG Policy Councillor
59. Luca Nizzola, External Relations Officer, Geneva

Implementation of the New Urban Agenda

60. Gabriel Cruz, Mayor of Huelva, UCLG Policy Councillor
61. Stephany Tan, Councillor of Catbalogan, UCLG Policy Councillor

Political representatives and delegates

62. Jennifer Ramírez, Councillor for International Relations, Terrassa
63. Joan Chicón, Director of European and International Affairs, Terrassa
64. Anna Farràs, Officer for European Affairs, Terrassa
65. Santiago Saura, Councillor for Internationalization and Cooperation, Madrid
66. Cecilio Cerdan, Director General of Cooperation and Global Citizenship, Madrid
67. Juan Carlos de Castro, Deputy Director General for Internationalization, Madrid
68. Nicolas Gharbi, Principal Adviser, Madrid
69. Arnau Gutierrez, Head of Alliances and Networks Department, Madrid
70. Antoni Montseny, Director of International Relations, Barcelona Province Council
71. Olivia Paton, Director of International Strategy and Europe’s Office, Barcelona Province Council
72. Gloria Perez, Senior Adviser, Barcelona Province Council
73. Olga Sancho, International Relations Manager, Barcelona Province Council
74. Bernardo Ribeiro, Director of International Relations, Belo Horizonte
75. Layla Grigorio, International Cooperation Intern, Belo Horizonte
76. Luz Amparo Medina, Director of International Relations, Bogotá
77. Lina Ramirez, Advisor in International Relations, Bogotá
78. Andrea Laverde, Deputy Director of International Projection, Bogotá
79. Mary-Lys Silva, Adviser for Peace and Social Inclusion, Bogotá
80. Joana Ortega, Secretary General, Catalan Association of Municipalities
81. Mireia Huerta, International Officer, Catalan Association of Municipalities
82. Mariana Flores, Executive Director of Institutional Representation, Mexico City
83. Hans Sakkers, Program Manager International Strategy, Utrecht
MEMBERSHIP OF UCLG

Africa

84. Thusani Mulaudzi, Deputy Director of International Relations and Networking, Johannesburg
85. Genevieve Hartley, Programme Manager of Strategic Planning and Technical Support, Durban Municipal Institute of Learning (MILE)
86. Abdelaziz Darouich, President, Moroccan Association of Presidents of Prefectures and Provinces
87. Skir Abdelfattah, Executive Director, Moroccan Association of Presidents of Prefectures and Provinces

ASPAC

88. Kate Kim, Manager, Seoul Human Resource Development Center (MITI)
89. Laxmi Prasad Upadhyaya, Chief Administrative Officer, Office of Galchhi Rural Municipality
90. Ram Mani Thapaliya, National Programme Coordinator, Capacity Building International Network (CBIN)

Europe

91. Andreas Wolter, Mayor of Cologne, German Section of the Council of European Municipalities and Regions (RGRE)
92. Francisco Javier Ayala, Mayor of Fuenlabrada
93. Josep Mayoral, Mayor of Granollers
94. Montse Serra, Head of Mayor's Office, Granollers
95. Carme Barbany, Head of Government Coordination Area, Granollers
96. Irene Zarza, European Project Manager, Catalan Fund for Development Cooperation (FCCD)
97. Christophe Chaillou, Director General, French Association of the Council of European Municipalities and Regions (AFCCRE)
98. Carla Rey, Secretary General, Italian Association of the Council of European Municipalities and Regions (AICCRE)
99. Mimosa Battaglini, Communications Staff, AICCRE
100. Laura Parsama, UCLG Contact Officer, Association of Finnish Local and Regional Authorities (AFLRA)
101. Marc Darder, Head of Technical Cabinet, Catalonia Regional Government
102. Maria Galindo, Director General for Digital Nation and Urban Agenda, Catalonia Regional Government
103. Agustí Serra, Director of Urban and Territorial Planning, Catalonia Regional Government
104. Elisabeth Tua, Coordinator of Urban and Regional Development Policies, Catalonia Regional Government
105. Carles Valls, Head of Planning of Strategic Actions in Urban Systems, Catalonia Regional Government
106. Cristina Clotet, Head of International Affairs, Catalan Land Institute (INCASOL)
107. Joaquim Romano, Planner, INCASOL
**Latin America**

108. **Paula Vargas**, Mayor of San José
109. **Jorge Villalobos**, Director of International Relations and Protocol, San José
110. **Catalina Arias**, Assistant of International Relations and Protocol, San José

111. **Tadeo García**, Mayor of Godoy Cruz

112. **Laura Ballesteros**, Deputy Mayor, Monterrey

113. **María Julia Reyna**, Honorary Auditor of UCLG
114. **Sofía Arce**, Director of International Relations, Cuenca
115. **Ana Isabel Maldonado**, Officer of International Relations, Cuenca
116. **María Isabel Durán**, Local Articulation Analyst and Coordinator of Local4Action HUB, Cuenca

**MEWA**

117. **Hamidreza Gholamzadeh Natanzi**, Deputy Mayor for International Affairs, Tehran
118. **Roya Khosrobeigi**, Head of International and Professional Organizations Affairs Office, Tehran

119. **Njoud Abdeljawad**, Head of Foreign Relations Division, Greater Amman Municipality

**HOSTS OF THE 2022 WORLD CONGRESS**

120. **Hyungjong Lee**, Ambassador for International Relations, Daejeon Metropolitan City
121. **Jeonwang Kang**, Team Leader of International Relations Office, Daejeon Metropolitan Municipality
122. **Eunsoo Kang**, Coordinator of International Cooperation Department, Daejeon Metropolitan Municipality
123. **Nari Yoon**, Officer, Daejeon Metropolitan Municipality
124. **Hyeran Shin**, Staff, Daejeon Metropolitan Municipality

125. **Chae Gun Chung**, Secretary General, 2022 Daejeon UCLG World Congress Organizing Committee
126. **Heon Yong Bak**, General Manager, 2022 Daejeon UCLG World Congress Organizing Committee
127. **Irene Do**, Assistant Director, 2022 Daejeon UCLG World Congress Organizing Committee
128. **Hyang Woo Lee**, Team Manager, 2022 Daejeon UCLG World Congress Organizing Committee
129. **Jung Ran Suh**, Assistant Manager, 2022 Daejeon UCLG World Congress Organizing Committee
130. **Seuki Lee**, Assistant Manager, 2022 Daejeon UCLG World Congress Organizing Committee
131. **Hee Min Nah**, Assistant Event Operator and Translator, 2022 Daejeon UCLG World Congress Organizing Committee
SECRETARIATS OF UCLG SECTIONS

Africa – UCLG-Africa

132. Jean Pierre Elong Mbassi, Secretary General
133. Souad Bendimya, Officer
134. Mohammed Cherkaoui, Head of Protocol
135. Mustapha Moufid, Director of Culture
136. Rahmatouca Sow, Adviser for International Relations and Policy, Cabinet of the Secretary General
137. François Yatta, Director of the Technical Assistance Division
138. Najat Zarrouk, Director of the Development Division
139. Sara Zerouil, Personal Assistant

Asia-Pacific – UCLG-ASPAC

140. Hendra Adi, Training Coordinator
141. Helmi Abidin
142. Betharia Raja Guk Guk, Member Services Officer
143. Ramona Lissa Villegas, Institutional Governance Specialist

Eurasia – UCLG-Eurasia

144. Rasikh Sagitov, Secretary General
145. Adelia Iakupova, PR Specialist
146. Tansylu Nurieva, Projects Coordinator
147. Saida Zagidullina, Projects Coordinator

Europe – Council of European Municipalities and Regions (CEMR)

148. Fabrizio Rossi, Secretary General
149. Marine Gaudron, Policy Officer
150. Jaimie Just, Policy Adviser on Gender Equality and Diversity
151. Martin Revault, Attaché to the Secretary General
152. Mariène Siméon, Director of PLATFORMA
153. Boris Tonhauser, Executive Adviser

Latin America

154. Leopoldo Arnaiz, Executive President of the Consultative Council, FLACMA
155. Sergio Arredondo, Secretary General, FLACMA
156. Fernando Arnaiz, Head of Europe Office, FLACMA
157. Sandra Arredondo, Director of Institutional Liaison, FLACMA
158. Victor Bautista, Director of Institutional Alliances, FLACMA
159. Yadira Galvan, Technical Assistant of the Secretary General’s Office, FLACMA
160. Octavio Nava, Executive Director, FLACMA
161. Pablo Sosa, Technical Coordinator, FLACMA
162. Lautaro Lorenzo, Executive Secretary, Mercociudades
163. Fabiana Goyeneche, Director of International Relations, Montevideo, Permanent Secretariat of Mercociudades
164. Marcela Petrantonio, Secretary for Productive Development and International Relations of Tandil, Vice-Presidency of Institutional Relations of Mercociudades
165. Jorge Rodríguez, Coordinator of Permanent Technical Secretariat, Mercociudades

Middle East and West Asia – UCLG-MEWA

166. Mehmet Duman, Secretary General
167. Salim Korkmaz, General Coordinator
168. Melis Sahin, Coordinator of Projects and Committees Department
169. Bükre Türksoy, Coordinator of Relations with International Organizations

North America – NORAM

170. Elena Pierce, Governance, Policy and Networks Advisor, Federation of Canadian Municipalities (FCM)

Metropolitan Section – Metropolis

171. Octavi de la Varga, Secretary General
172. Xavi Bermejo, Communications Manager
173. Marta Briones, Communication Officer
174. Lia Brum, Research and Policy Officer
175. Oscar Chamat-Nuñez, Policy and Research Officer
176. Hélène Jourdan, Learning Officer
177. Teresa Oliver, Regional Officer
178. Júlia Palmarola, Administrative Assistant for Learning and Shared Services
179. Laura Valdes, Research, Policy and Communications Officer

CONSULTATION MECHANISMS

Global Fund for Cities Development (FMDV)

180. Emilie Maehara, Deputy Executive Director

International Observatory on Participatory Democracy (IODP)

181. Adrià Duarte, Coordinator of the Technical Secretariat
182. Edoardo de Santis, Intern

Committee on Culture

183. Marta Llobet, Learning and Advocacy Officer
184. Jordi Pascual, Coordinator of the Technical Secretariat
185. Agnès Ruiz, Officer
186. Sarah Vieux, Communications Officer
Committee on Local Economic and Social Development

187. Emilio Rabasco, Director of FAMSI
188. Paula Bejarano, Technical Secretariat of the Committee, FAMSI

Committee on Social Inclusion, Participatory Democracy and Human Rights

189. Amanda Fléty, Coordinator of the Technical Secretariat
190. Benedetta Cosco, Technical Secretariat

Committee on Urban Strategic Planning

191. Patricia Mancuello, Coordinator of International Relations, Buenos Aires

Permanent Working Group on Capacity and Institution Building (CIB)

Jessie Post, Policy Adviser, VNG, Secretariat of the Working Group

Permanent Working Group on Territorial Prevention and Management of Crises

192. Simoné Giovetti, Head of Department, Cités Unies France
Luca Nizzola, External Relations Officer, Geneva

Forum on Peripheral Cities

193. Djamel Sandid, Coordinator of the Forum

Community of Practice on Digital Cities

194. Beatriz Acha, Participation Officer, Bilbao
195. Leandro Ardanza, Special Advisor, Bilbao
196. Lidia Cobas, Technical Secretariat of the Community of Practice, Bilbao
197. Lara Gil, Bilbao International
198. Yasmin Hawari, Project Manager, Bilbao

Representatives from UCLG Awards

199. Sanne van Amerongen, International Coordinator, UCLG Peace Prize

UCLG-UBUNTU

200. Ana Falú, UCLG-UBUNTU Adviser
201. María Fernanda Espinosa, UCLG-UBUNTU Adviser
202. Jorge Pérez Jaramillo, UCLG-UBUNTU Adviser
GLOBAL TASKFORCE MEMBERS

203. Ahmad Al Subih, Secretary General, Arab Towns Organization (ATO)
204. Jinan Al Handal, Director of International Relations and Secretary General’s Office, ATO
205. Magnus Berntsson, President, Assembly of European Regions (AER)
206. Christian Spahr, Secretary General, AER
207. Agathe Cavicchioli, Head of Advocacy, C40
208. Lucy Slack, Secretary General, Commonwealth Local Government Forum (CLGF)
209. Maggie Powers, Head of Policy and Advocacy, Mayors Migration Council
210. Carles Llorens, Secretary General, ORU Fogar
211. Anna Fernandez, General Coordinator, ORU Fogar
212. Marlène Siméon, Director, PLATFORMA
213. Eugene Zapata, Global Director of Strategic Partnerships, Resilient Cities Network
214. Ana Román, Director General, Union of Capital Cities of Iberoamerica (UCCI)
215. Francisco Mugaburu, Deputy Director of International Relations and Cooperation, UCCI
216. María Pilar García, Adviser in International Cooperation and Networks, UCCI
217. Adriana Rey, Communications Officer, UCCI

UCLG PARTNERS AND GUESTS

218. Khadija Ahmadi, Former Mayor of Nili
219. Greg Munro, Director, Cities Alliance
220. Gabriela Mercurio, Urban Analyst, Cities Alliance
221. Lucy Slack, Secretary General, Commonwealth Local Government Forum (CLGF)
222. Antonio Zurita, Technical Secretariat of the Forum of Cities and Territories of Peace
223. Edmundo Werna, Vice-President, General Assembly of Partners (GAP)
224. Katherine Kline, Co-Chair of the Older Persons Partner Constituent Group, GAP
225. Kamelia Kemileva, Co-Director, Geneva Cities Hub
226. Lorena Zarate, Coordinator of Support Team, Global Platform for the Right to the City
227. Isabel Pascual, Communications Coordinator, Global Platform for the Right to the City
228. Rosa Maria, Executive Director, Ibero-American Center for Urban Strategic Development (CIDEU)
229. Lamine Abbad, Project Manager, International Center for Migration Policy Development (ICMPD)
230. Mohamed Alaa Demnati, Project Manager, ICMPD
231. Lucie Plasse, Intern, International Organization for Migration (IOM)
232. María Teresa Rodríguez, Regional Coordinator, Latin America Women and Habitat Network
233. Rudi Borrmann, Deputy Director, Open Government Partnership
234. Fredrik Bruhn, Analyst, Organization for Economic Cooperation and Development (OECD)
235. Dionisio González, Director of Advocacy, International Association of Public Transport (UITP)
236. Thomas Hajnoczi, Ambassador, Mayors for Peace
237. Jaume Puigpinós, Regional Coordinator, Mayors for Peace
238. Nelson Saule, Coordinator, Polis Institute
240. Gabriela Cuevas, Co-Chair, UHC2030
241. Marjolaine Nicod, Coordinator, UHC2030
242. Christophe Lalande, Housing Lead, UN-Habitat
243. Shipra Narang Suri, Chief, Urban Practices, UN-Habitat
244. David Jackson, Director of Local Transformative Finance, United Nations Capital Development Fund (UNCDF)
245. Sanjaya Bhatia, Head of Office for Incheon, United Nations Office for Disaster Risk Reduction – Global Education and Training Institute (UNDRR GETI)
246. Christina Drews, Programme Specialist, UNESCO Institute for Lifelong Learning
247. Anna Jeffcoat, Digital Event Strategist, UN SDG Action Campaign
248. Xavier Longan, Lead for Partnerships and Operations, UN SDG Action Campaign
249. Martin Samaan, Lead for Communications, UN SDG Action Campaign
250. Vicente Domingo, Director, Valencia’s World Centre for Sustainable Urban Food (CEMAS)
251. Hannes Juhlin Lagrelius, Programme Officer, World Blind Union (WBU) and Co-Chair of the Persons with Disabilities Partner Constituent Group, GAP
252. Benjamin Dard, Senior Advisor for Inclusive and Accessible Urban Development, WBU
253. Nqobani Dube, Officer, WBU

Academia

254. Roberto San Salvador, Professor, Deusto University of Bilbao
255. Nerea Aranbarri, Researcher, Deusto University of Bilbao
256. Philipp Rode, Executive Director, LSE Cities, Associate Professorial Research Fellow
257. Carlos Moreno, Scientific Director, ETI Chair, Sorbonne University-IAE Paris
258. Alexandre Apsan Frediani, Principal Researcher, International Institute for Environment and Development
259. Caren Levy, Professor of Transformative Urban Planning, University College of London
260. Camila Cociña, Research Fellow, University College of London

TOWN HALLS

261. Barbara Holtman, Director, Fixed.Africa
262. Gerald Leitner, Secretary General, International Federation of Library Associations and Institutions (IFLA)
263. Aminatu Gambo, Program Officer of Political Participation and Advocacy, International Indigenous Women’s Forum (FIMI)
264. William Cobbett, Consultant, WJC Associates
265. Daniel Akinjise, African Youth Leader, UCLG Youth Caucus
266. Luca Bergamo, Expert, Town Hall process
267. Colin Rajah, Coordinator, Civil Society Action Committee
268. Marta Verani, Global Focal Point, Migration Youth and Children Platform, UCLG Youth Caucus
269. Elana Wong, Global Focal Point, Migration Youth and Children Platform, UCLG Youth Caucus

WORLD SECRETARIAT

Secretary General's Office

270. Emilia Saiz, Secretary General of UCLG
271. Pablo Fernández, Head of Cabinet of the Secretary General
272. Elisabeth Silva, Assistant of the Secretary General

Administration, Finance and Monitoring

273. Saul Baldeh, Finance Officer
274. Pere Ballester, Director of Finance and Administration
275. Mehdi Mopin, Finance Officer
276. Carolina Osorio, Finance Officer

Communication

277. Mireia Lozano, Communication Officer
278. Fátima Santiago, Communication Officer
279. Rosa Vroom, Communication Officer

Learning

280. Sara Hoeflich, Director of Learning
281. Claudia Ribosa, Intern
282. María Alejandra Rico, Learning Officer
283. Fernando Santomauro, Learning Officer
284. Juan Carlos Uribe, Learning Officer
285. Young Yune, Secondment from Seoul Metropolitan Government

Policy and Advocacy

286. José Álvarez, Policy Officer, Liaison with Communication
287. Jean-Baptiste Buffet, Coordinator of Policy
288. Albert Lladó, Policy Officer, Liaison with Communication
289. Julia Munroe, Policy Officer
290. Massimo Perrino, Policy Officer
291. Federico Poitier, Policy Officer
Research and Analysis

292. Edargo Bilsky, Director of Research
293. Anna Calvete, Research Officer
294. Ainara Fernández, Research Officer
295. Cécile Roth, Research Officer
296. Camille Tallon, Intern

Special and Focus Projects

297. Serge Allou, Adviser on Local Finance
298. Natalia Bonilla, Climate Officer
299. Fátima Fernández, Migration Officer
300. Paloma Labbé, Local Finance Officer
301. Pablo Sebastián Mariani, Migration Officer
302. Prachi Metawala, Migration Officer

Statutory Affairs

303. Xavier Castellanos, Statutory Affairs Officer
304. Carole Morillon, Coordinator of Statutory Affairs, Focal Point for UCLG Consultation Mechanisms
305. Antònia Sabartés, Coordinator of UCLG-Regions

Consultants

306. Cid Blanco, UCLG Learning
307. Alain Guggenbühl, DNA Consulting
308. Florence Ranson, DNA Consulting
309. Bettina Steible, DNA Consulting
310. Gracia Vara, DNA Consulting