

Leadership Program for Humanitarian Professionals

Duration: 2 Days (16 Hours)

Module 1: Introduction to Leadership in Humanitarian Contexts

1.1 Understanding Leadership without Authority

- Exploring informal leadership roles in humanitarian teams.
- Building credibility and trust as a leader without formal authority.

1.2 Motivation & Influence

- Techniques for inspiring and motivating team members in challenging environments.
- Building alliances and networks to amplify influence.

1.3 Ethical Leadership

- Ethical considerations in humanitarian leadership.
- Applying humanitarian principles in decision-making.

Module 2: Building Self-Efficacy

2.1 Cultivating Self-Confidence

- Overcoming self-limiting beliefs and building self-assurance.
- Developing a growth mindset for personal and professional development.

2.2 Resilience and Adaptability

- Coping strategies for managing stress and burnout.
- Embracing change and uncertainty with resilience.

2.3 Emotional Intelligence

- Recognizing and managing emotions in oneself and others.
- Enhancing empathy and interpersonal relationships.

Module 3: Task Management & Delegation

3.1 Effective Task Management

- Applying agile project management principles in humanitarian projects.
- Using technology for efficient task tracking and collaboration.

3.2 Delegation Skills

- Empowering team members through delegation and autonomy.
- Overcoming barriers to effective delegation.

3.3 Time Management Techniques

- Time-blocking and prioritization methods for maximizing productivity.
- Strategies for managing interruptions and distractions.

Module 4: Giving & Receiving Feedback

4.1 Constructive Feedback

- Creating a feedback culture based on trust and openness.
- Providing specific and actionable feedback for performance improvement.

4.2 Conflict Resolution

- Strategies for managing interpersonal conflicts in multicultural teams.
- Facilitating constructive dialogue and resolution.

4.3 Peer Coaching and Mentoring

- Establishing peer support networks for continuous learning and growth.
- Benefits and best practices of peer coaching relationships.

Module 5: Negotiating with Authority

5.1 Negotiation Fundamentals

- Principles of principled negotiation and win-win solutions.
- Negotiating access and resources with diverse stakeholders.

5.2 Advocacy and Lobbying

- Techniques for effective advocacy campaigns and grassroots mobilization.
- Engaging with policymakers and influencers for policy change.

5.3 Building Strategic Partnerships

- Identifying and leveraging strategic partnerships for resource mobilization.
- Collaborating with local communities and civil society organizations.

Module 6: Crisis Management and Preparedness

6.1 Crisis Leadership

- Leading effectively in emergency situations with decisiveness and agility.
- Coordinating multi-sectoral responses for effective crisis management.

6.2 Disaster Risk Reduction

- Identifying and mitigating risks in humanitarian operations.
- Community-based approaches to disaster preparedness and resilience-building.

6.3 Humanitarian Ethics in Crisis Response

- Ethical dilemmas and decision-making frameworks in crisis situations.
- Balancing humanitarian principles with operational realities in emergencies.

Target Audience:

- Humanitarian Professionals working in NGOs and international organizations.
- Field Staff, Team Leaders, and Program Managers involved in humanitarian response and relief efforts.

This expanded leadership program aims to provide a comprehensive framework for developing leadership skills and capacities among humanitarian professionals, enabling them to navigate complex challenges and effectively lead teams in delivering life-saving aid to populations in need. Adjustments can be made based on specific participant needs and organizational requirements.