

HAD NEWSLETTER

JANUARY - JUNE 2022





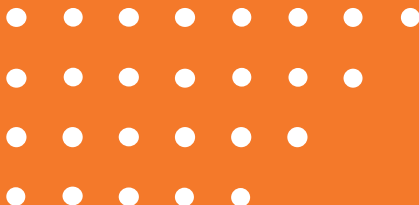
“Humanitarians must be strengthened”

HAD has great potential to grow and flourish. It can be more involved in identifying and addressing the immediate and foreseeable capacity development needs of the Islamic Relief family, as well as the wider humanitarian sector. HAD is in a good position to lead on localisation of aid in the Middle East and further develop strategic partnerships to increase the effectiveness of our interventions. HAD also has the potential to become an independent organisation and extend its reach beyond the geographical areas we currently access.

If you want to enhance the capacity of the humanitarian sector to better serve vulnerable people, then you must strengthen the skills of the humanitarians. HAD was established in 2013 to do just that, and I can proudly say that is what we have been doing ever since. HAD is the only Islamic humanitarian academy in the northern hemisphere to which the Islamic Relief family contributes – I am proud of this too. Many have visited us, trained with us, or partnered with us. They have said HAD is unique, professional and adds value. That makes me proud of HAD and the team.



Dr Hossam Said
HAD Director

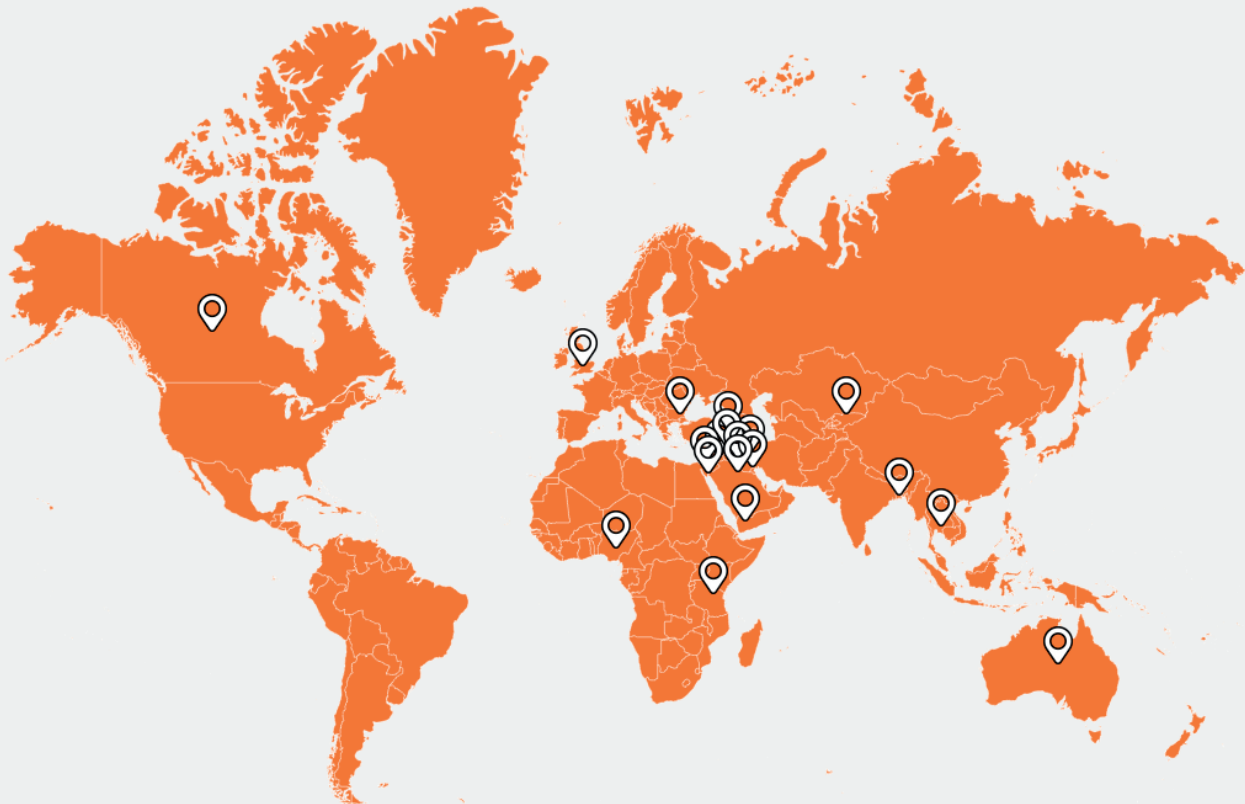


OUR AIMS

- To support organisational development of frontline NGOs and CSOs through our award-winning training, capacity building and leadership development.
- Develop future and current humanitarian leaders through innovative talent development programmes.
- Increase the effectiveness of the development sector by delivering real-world practiced and integrating faith perspectives on programmes.
- Enhance HAD's impact through strategic partnerships by building with these with CSOs locally and institutionalising HADs relationships with universities and donors.



Kyrgyzstan



Achievements






Capacity building

of UNFPA partners in Iraq

Since we established our partnership with UNFPA, we have delivered training to 37 participants across four subject areas: report writing, advanced accountability and Monitoring and Evaluation, IT training (MS software) and strategic planning for the directorates. As part of this project, eight days of training were delivered both virtually and face-to-face in Erbil, Iraq.

Our trusted partnership with UNFPA enables us to deliver vital training to build the capacity of government ministries within both the Government of Iraq and the Kurdistan Regional Government in Iraq. This partnership has also strengthened our own capabilities at HAD and has demonstrated that we are able to deliver high-quality humanitarian training to government and other senior stakeholders. A key pillar of HAD's development and our efforts to strengthen institutional capacity across the humanitarian and development sector is to secure partnerships with donors of a similar size and scale as UNFPA.



13

Days of training



76

Participants
attended



Budget

\$28,092





HAD Humanitarian Academy for Development

يتبادر إلى ذهنك؟

Stake holders



SUSTAIN 2021

Building the Financial Sustainability

This project focused on increasing the income of CSOs by diversifying sources of income generation, improving the effectiveness of fundraising activities and increasing fundraising knowledge and capabilities.

A baseline study was conducted in each country with 21 LNGOs, producing a concrete definition and framework of financial sustainability. A financial sustainability training course composed of five modules was developed and delivered, supported by ongoing mentoring and coaching to enable the LNGOs to devise financial sustainability plans. The project also helped to build the capacity of LNGOs through upskilling local experts in how to deliver financial sustainability training.



21
local NGOs
participated



369
staff members
reached



Budget
£210,213



“

**It allowed me to
practice the theory
& learn from the
experts in financial
sustainability which
helped strengthen
our organisations**

skills

”

Farida Adyldaeva
Sustain 2021 Participant



Locally Driven

Support - Gaza

The project aimed to increase the ability of LNGOs to win projects and secure funds directly from a range of potential funding sources. A needs assessments was undertaken, which informed the development of a training, mentoring and coaching programme focused on up-skilling participants in proposal and report writing.

Four rounds of trainings were delivered to 57 participants, while 120 days of coaching and mentoring were organised, directly benefiting 116 humanitarian workers across 17 LNGOs in Gaza. The project also delivered a Core Humanitarian Standard workshop in coordination with the Core Humanitarian Standard Alliance. The workshop focused on strengthening quality and accountability and was attended by 21 participants from 14 LNGOs.



31 local NGOs
participated



120 days
of coaching
and mentoring



Budget
£84,798



“

**The training
was well planned and
structured. I learned so much.
The activities and
assignments were extremely
beneficial in cementing the
information in my memory. I
am now better equipped to
write proposals for new
projects**

”

Haneen Al- Jarousha
Locally Driven Support in Gaza

Capacity Building

of Islamic Relief Worldwide





Management Development Programme

For Islamic Relief Worldwide - UK

This intensive 5 day training equips participants with the skills to fulfill their management potential. MDP provides participants with the knowledge, skills and attitudes to enhance their own effectiveness, efficiency, that of their team and ultimately the wider organisation. The training is aimed at new managers who are just starting off and experience managers who've had minimal training.



5
Days



7
Participants



**Islamic
Relief UK**







Aspiring Managers Programme

For Islamic Relief Worldwide - UK

This introductory course to management aims to develop the next generation of managers by supporting and preparing them with an introduction to management. This will ensure they are clear, capable and motivated when applying for their next role. This course will support the organisation with succession planning to ensure the right people with the right skills are in place when the next vacancy arises.



4

Days



6

Participants



**Islamic
Relief UK**





GOVERNANCE TRAINING

For Islamic Relief Worldwide Board of Trustees

Building & strengthening the IRW board of Trustees

This training course was part of HAD's ongoing drive to strengthen and build the capacity of the Board. Twelve delegates from several country offices, including Islamic Relief USA, Islamic Relief South Africa, Islamic Relief Germany and Islamic Relief Pakistan and Islamic Relief Sweden attended the training.

The programme was delivered in Turkey over three days and focused on Islamic Relief's history and governance structure. Participants explored and assessed how Islamic Relief's governance has evolved as the organisation has grown and identified areas for further development.

This training course is an example of HAD helping to develop the abilities of Islamic Relief's trustees by bringing them together to work collaboratively. Through a structured programme of group activities, presentations and discussions, this course enabled the team to identify governance challenges and areas for improvement, building on their individual strengths and co-designing strategies to build capacity and strengthen governance across Islamic Relief offices worldwide.



3
Consecutive days
of training



12
Delegates
attended



Turkey





Governance Training in Turkey

INTERNSHIP PLACEMENT SCHEME

The international relief and development sector has become increasingly complex and sophisticated. As Islamic Relief Worldwide (IRW) continues to grow, attracting and retaining the right individuals who believe in our mission, commit to our values, and aim to fill increasingly demanding, technical, and challenging vacancies is critical.

Based on this context, the Talent Development function at the Humanitarian Academy for Development (HAD) routinely arranges for talented individuals to secure opportunities through the Internship Placement Scheme. Through this scheme, we hope to attract, train, and possibly retain young, bright faith-inspired humanitarians who can perform in this rapidly changing and challenging environment.

Through our association with Islamic Relief Worldwide, the Talent Development function at HAD provides aspiring humanitarians with a range of entry-level work-based learning opportunities. Through this, individuals are assigned to a combination of practical work assignments and comprehensive training activities. Opportunities span across departments, and the roles are designed to provide interns a thorough insight and understanding of a variety of functions, including:

- International Programmes
- External Relations and Advocacy
- Marketing
- Finance
- Human Resources

Structured programme of group activities, presentations and discussions, this course enabled the team to identify governance challenges and areas for improvement, building on their individual strengths and co-designing strategies to build capacity and strengthen governance across Islamic Relief offices worldwide.

To find out more about our latest roles visit our website on www.had-int.org



MENTAL HEALTH



Impact of hybrid work on mental health

The global nature and impact of the COVID-19 pandemic has resulted in many abrupt and drastic changes to our daily lives, some of which are here to stay for the long-term. Tom Goodwin who is one of our mental health first aiders explains that one of the key changes has been the very sudden, overnight adjustment in the way people work as a result of COVID lockdowns where many people were initially forced to work full-time from their homes. However, with the easing of lockdowns and subsequent re-opening of office space, there continues to be a new model of working for many, with hybrid approaches becoming increasingly common.



Pros & Cons of hybrid work

At the individual level, there are some very important benefits offered by flexible working arrangements that can help to improve mental health and well-being, including:

- Improved work-life balance due to reduced time spent commuting to and from work. This enables employees to use their time more efficiently, spending it with loved ones, exercising or more time for their hobbies.
- Multiple cost savings, in particular reduced travel and childcare expenses, which can be very costly.
- It can have a negative toll on some people's mental especially extroverts who may prefer to work from office.

The above offer benefits not only to employees, but also to employers. Research conducted by Oxford University's Saïd Business School, in collaboration with British multinational telecoms firm BT, found that workers are on average 13% more productive when happy.

More organisations taking this approach

First of all, lockdowns and social restrictions during the COVID-19 pandemic has resulted in a shift in expectations from workers. A study conducted by Microsoft found that 88% of business leaders across Western Europe expect hybrid working to be a longer term arrangement, whilst the same study found that pre-pandemic, only 15% of companies had a hybrid working policy increasing significantly to 76% at the time the study was published. Thus, if companies wish to keep staff happy and retain their workers, hybrid working could be key.

Prioritising the wellbeing of staff

There are a number of ways that organisations can prioritise the well-being of staff who are working from home. Some of examples of these include ensuring staff have the correct tools and a suitable work station at home. Organisations can also keep open and transparent communication channels that ensure staff aren't "cut-off" from their colleagues when working away from the office.



HAD in numbers



21
face-to-face
courses



27
remote courses



142
mentoring/
coaching subjects



616 mentoring/
coaching days



152
training days



688 participants
(mentoring)



907
participant's
(training)



206
NGOs trained





Donors and Partners





Humanitarian
Academy for
Development

**STRENGTHENING THE
HUMANITARIAN &
DEVELOPMENT SECTOR
WORLDWIDE**

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