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NEWSLETTER

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Humanitarians Saving Lives

Inside this issue

Read about the journey of how aid workers in Sudan benefited from our robust report writing training.

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Discover stories from humanitarians in Bosnia and find out how they got on with completing five days of our Management Development Programme

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Why humanitarians need training now more than ever

Through our training programmes like leadership development and management, we're able to help humanitarians improve their skills and knowledge so that they can go onto help those in need and save lives. There is a lack of quality face-to-face training for local aid workers, which puts

them at risk of being less effective in responding to disasters and other crisis or challenging situations. It's important to strengthen communities so when disaster strikes, they can better help themselves.



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A statement from our managing director

DIRECTOR'S STATEMENT



For nearly three decades, Dr Hossam has provided the strategic vision to manage, lead and develop a range of international humanitarian interventions around the world.

Dr Hossam Said
HAD Managing Director

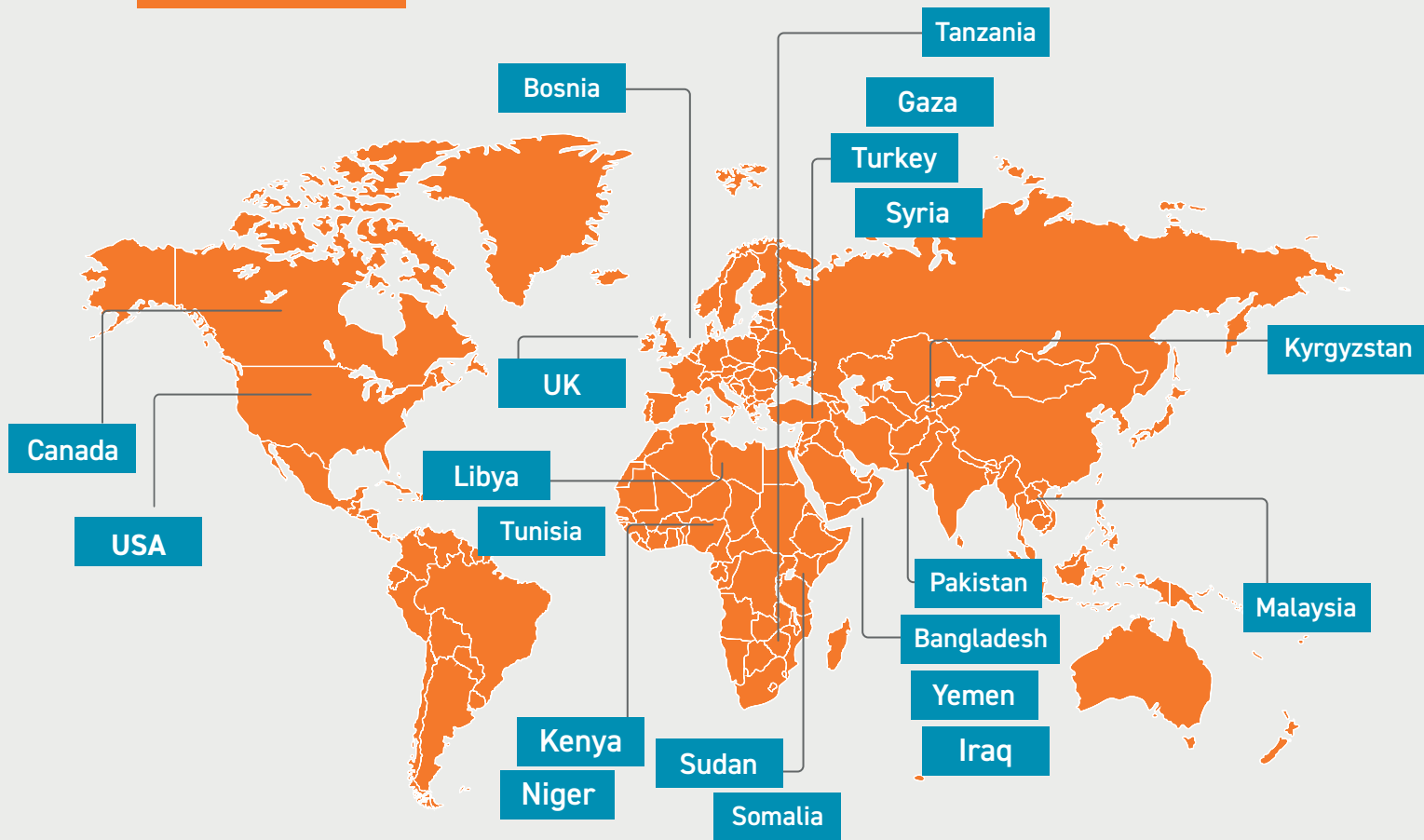
I see a bright and successful future ahead for HAD insha'Allah as we have set our strategic aims for the next five years; I can see some of the changes that will take place which I'm honored to be part of the effort behind developing them. HAD has the capabilities to lead and dominate in key areas such as localisation of aid in the Middle East and further develop strategic partnerships to increase the effectiveness of our interventions. As we continue serving people in need and saving lives through the work we do with humanitarians, HAD will look into incorporating new methods that can support us to reach higher number of humanitarians to ensure that they do support the needy with the highest level of effectiveness and efficiency.

Without humanitarians, the work many organisations do in helping to save lives would simply not be possible to carry out. Aid workers must be given the right learning support and tools to ensure people in need are getting the help they deserve. HAD was established in 2014 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 gives me even more strength and confidence in our team and the impact that we're able to leave behind.

“Aid workers must be given the right learning support”

Quote taken directly from Dr Hossam Said, HAD Managing Director



OUR VALUES

إخلاص
S I N C E R I T Y

In responding to poverty and suffering, our efforts are driven by sincerity to God and the need to fulfil our obligations to humanity.

إحسان
E X C E L L E N C E

Our actions in tackling poverty are marked by excellence in our operations and the conduct through which we help the deserving people we serve.

رحمة
C O M P A S S I O N

We believe the protection and well-being of every life is of paramount importance and we shall join with other humanitarian actors to act as one in responding to suffering brought on by disasters, poverty and injustice.

عدل
S O C I A L J U S T I C E

Our work is founded on enabling people and institutions to fulfil the rights of the poor and vulnerable. We work to empower the dispossessed towards realising their God-given human potential and develop their capabilities and resources.

أمانة
C U S T O D I A N S H I P

We value and protect the Earth and its resources, including its people, and we aim to honour the trust people place in us to be transparent and accountable.



GLOBAL IMPACT



We work with NGOs, CSOs, academic institutions and other like-minded individuals and organisations to critically examine experiences from the field and impart this knowledge through training and programmes whilst supporting upcoming humanitarian professionals. With access to over 40 field offices, we have one of the highest reaches in the field and deliver real world practices with integrated faith perspectives across all our programmes.

Humanitarians who have completed our award-winning training have gone onto create impact in their communities during poverty and disasters. Our global impact continues to have a positive effect on the lives of people in need, as we strive to empower aid workers with the right skills and knowledge to carry out their work with maximum effectiveness.

As a leading academy for humanitarians, we always look to enhance our strategic partnerships by building these with CSOs locally and institutionalising HAD's relationships with universities and donors.

We also aim to develop future and current humanitarian leaders through innovative talent development programmes which have produced some of the best humanitarian professionals in the sector.

To find out more about our work and how you can get involved, simply visit our website for more details.

100% participants reported excellent or good knowledge improvement



ACHIEVEMENTS



REPORT WRITING

Report writing is a core basic competency required in the humanitarian sector. It's a vital component and a necessary task for humanitarian workers in various levels to achieve a standard whereby they can write quality reports to secure projects and funding. Unfortunately, low income countries like Sudan rarely have access to this type of training until humanitarian organisations provide it to their staff. In the case of some local organisations who aren't able to obtain such training, they lose out on securing funds for life saving projects which can have a huge impact on communities.

Our report writing training was delivered to humanitarians working under Plan International's Sudan office, which included participants from varying levels of expertise such as project managers, project coordinators, programme leads, programme area managers and many more. The three-day training was delivered by one of our local expert trainers who addressed the group with an initial workshop session followed by a mix of theory and practical sessions which helped advance their skills and knowledge to take on proposals and secure funding for desperately needed projects.

TRANSFORMING LIVES IN SUDAN



3

Days of Training

The training programme started with a workshop session which included activities that helped to break the ice between the participants, followed by group activities, tests and theory sessions to maximise their written skills.



30

Participants Attended

The training included 30 participants from different positions at Plan International. They came together to develop their skill and become more effective humanitarians for the people they're serving in Sudan.



Plan International

Donor

This was provided by the donor, Plan International and secured by our team.



TRAIN THE TRAINER PROGRAMME



The Train the Trainer (TTT) programme is designed to provide local trainers with a five-day intensive training followed by mentoring and development. The aim is to equip participants with skills such as management, self-development and presentation skills, so they become great trainers. Through the programme, they will be empowered to take on responsibilities and reach a higher level of effectiveness that will enable them to tackle difficult situations from emergencies to poverty.

Towards the end of 2022, we launched this programme in Yemen with our trusted and experienced trainers who led the sessions. The humanitarian received a 5-day training programme in which each day was different, challenging their knowledge and skills. They got to share best practice, learn from a trainer with more than 20 years of experience in the field and were tasked with presenting their ideas to the group. The group were successful in passing the programme and all were certified. However, our support doesn't end here. We'll continue providing further sessions in 2023.

STRENGTHENING TRAINERS IN YEMEN

5
Days

Provided training to humanitarian working with local organisations in Yemen from different teams such as fundraising, human resources, emergencies many more.

20
CSOs & NGOs Attended

Participants came from different positions such as managers, fundraising officers, safeguarding coordinators and many more.

Islamic Development Bank
Donor

The budget was provided by Islamic Development Bank (IsDB) which was used to fund this programme.

“

The programme has given me the opportunity to exchange knowledge and be part of a bigger change for communities in Yemen, as a women.



Reham
TTT Yemen Participant

”



CAPACITY BUILDING

OF ISLAMIC RELIEF WORLDWIDE

LEADERSHIP DEVELOPMENT PROGRAMME

The LDP Programme is designed to help humanitarians practice good leadership behaviours, subsequently apply them in the workplace and enhance the performance of the leadership group to ultimately, help save lives. It also trains them to have a sense of personal responsibility and challenge to become true strategic leaders. The LDP course is accredited with the acclaimed ILM Level 7 Award in Leadership & Management qualification which is equivalent in standard to Master's Level. During October 2022 we brought together a group of 11 humanitarians working in

some of the most challenging Islamic Relief field offices. The LDP programme was led by one of our top trainers, with over 30 years of experience in the field. All together we had members from over five field offices who were keen to take their leadership skills to the next level. They were challenged to think differently and work together, and were examined towards the end of the programme.



CREATING FUTURE HUMANITARIANS LEADERS



Days

A total of 11 participants were involved in this training. Consisting of people from different positions, including fundraisers and country directors, the diverse group shared best practice and learned from each other throughout the programme.



Participants Attended

Each day of the training brought with it something new and challenging for the humanitarians to work on. The sessions helped to train, prepare and shape them into becoming successful leaders so that they can lead projects and teams, ultimately helping to save lives.



Islamic Relief Family

This training was funded and supported by Islamic Relief Family.



CAPACITY BUILDING

OF ISLAMIC RELIEF BOSNIA, MACEDONIA & KOSOVA

MANAGEMENT DEVELOPMENT PROGRAMME

Recent studies have shown that over 50 per cent of managers are simply promoted for being proficient at their role. They do not receive any form of management training after their managerial promotion. This later becomes an issue as they are faced with complex situations, especially in the charity sector. Participating in this course equips professionals new to management, or those looking to improve upon their management, with the vital skills and knowledge required to effectively manage teams.

The course was provided to a group of 12 humanitarians from Bosnia, Macedonia, and Kosovo whom we brought together to develop the management skills they needed to get the best out of their team and themselves. Some of the things they learned included how to maintain team motivation and lead a team towards a productive and successful outcome as well as understanding when and how to vary between different management styles for higher impact.



STRENGTHENING MANAGERS



Days

This intensive training included activities that took the participants' skills to the next level. During each session the trainer used successful theories and techniques that have proven to deliver results.



Participants Attended

A total of 8 participants were involved in this programme, all varying from different teams like MEAL officers to the communications team. This was a unique opportunity for three offices to come together to learn, grow and transform their skills.



Islamic Relief Family

This was funded by Islamic Relief Family.



CAPACITY BUILDING

OF ISLAMIC RELIEF TURKEY

ASPIRING MANAGERS PROGRAMME

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 and working on the ground managing different groups of people. This course will support the organisation with succession planning to ensure the right people with the right skills are in place when the next emergency / aid is needed.

It also reduces risks during emergencies when trained humanitarian are needed most to manage the situation in the right way so aid and help is provided efficiently.

During the programme, the aid workers went through four days of training filled with lots of activities, theories and productive sessions that challenged their knowledge and skills. Their management skills were pushed to the limit through tests.



CREATING FUTURE MANAGERS



Days

During the four days, participants completed activities such as team building exercises, learned about management theories and were tasked with delivering a presentation.



Participants Attended

In total, 15 humanitarian completed the programme from the Islamic Relief Turkiye office. They came from different teams such as finance, marketing and fundraising.



Islamic Relief Turkey

Funded and supported by the team at Islamic Relief Worldwide Turkiye.

100% of participants reported excellent or good knowledge improvement

Accredited and internationally recognised training

CAPACITY BUILDING

OF ISLAMIC RELIEF TUNISIA

F9 DCFH KF #HB;

This training course was part of HAD's ongoing drive to strengthen and build the capacity of Islamic Relief through report writing training. It's crucial for IRW to ensure the workforce can secure funding through other sources and in order to do this, staff need to be competent in this skill, regardless of their position as it applies to coordinators all the way up to managers. The programme was delivered in Tunisia over three days and focused on building their writing skills through exercises and individual tests.

This training course is an example of HAD helping to develop the abilities of Islamic Relief staff by bringing them together to work collaboratively. Through a structured programme of group activities, presentations and discussions, this course enabled the team to identify areas of challenges and improvement, building on their strength which helped maximise their effectiveness.



DEVELOPING QUALITY WRITERS



3
Days

A total of three days were delivered which consisted of tests, group discussions and exercises that developed the humanitarians' skill in writing better reports.



14
Participants Attended

There were 14 participants who got involved in the training and the group consisted of different teams from the office from finance and HR to communications and marketing team.



IR
Islamic Relief Tunisia

The training was funded and supported by Islamic Relief Tunisia.

“

It's a brilliant leadership programme led by some of the finest trainers out there. I've definitely learnt a lot in the short space of just a week and can really see myself applying all the skills & knowledge to my role at Islamic Relief UK.



Abdul
Participant on LDP training

”

TALENT & DEVELOPMENT PROGRAMME

HEAR FROM OUR BRIGHT INTERNS



Seval Oz
Global Advocacy Intern

Read about Seval's journey on her 3-month internship with us and the skills she's developed.

WE HAVE DEVELOPED OVER 150 HUMANITARIAN CAREERS

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.

On the left is one of our bright interns - Seval Oz who joined us on as a research intern after graduating in law and international studies. Seval worked with the global advocacy team on a range of projects including a campaign on the 16 days of activism, where she was given flexibility to be creative and contribute her ideas to the campaign.

Seval also found the experience to be very rewarding as she has said that "I was always encouraged by my team members and was given important responsibilities that enhanced my skills and challenged me which developed my confidence and enabled me to gain valuable experience. Upon completing my internship, I was delighted to be offered a full-time position as a Research and Advocacy Support Officer within the same team. It has been a fantastic experience so far and I've already learned so much and met so many wonderful people within the short space of 3 months. I'm very excited for the future ahead and I look forward to working on upcoming projects with my team."



SUPPORTING MENTAL HEALTH

Impact of cost of living on workers

By now, we've all heard about the cost-of-living crisis with many of us already feeling the pinch and to make things worse, it seems like it's going to continue for some time.

People are having to choose between heating and eating while keeping on top of all the household bills and other things we have to pay for. It's showing no signs of letting up and is starting to have effects on our mental health.

For some employers who can't get a pay-rise, leaving may be the only option. With 12% of workers having already found a new job, estimates from trade unions like UNISON show, there is also a huge rise in number of workers planning to quit their jobs due to cost of living crisis.



Tom Goodwin
B&D Coordinator and mental health first-aider

What can you do about it?



It's so important to talk about this. Bottling up your feelings is not going to help you here. Talking can help take the heat out of things, so chat with someone you trust, like a family member or best friend. It's true to say that "a problem shared is a problem halved" and by doing this it can relieve some stress.

Make sure that you're getting benefits you're entitled to. There could be help that you don't even know about. Contact your local Citizens Advice and your local council who can give you specific advice. Don't forget to look at the government's 'Help for households' information as well.

Local councils may also be able to help with emergency grants or loans which are sensitively managed and affordable than any existing debts you may have.

How can organisations help their staff?

One thing which some organisations are doing is providing help through extra bonus schemes which staff can apply for, and be granted, extra cash to help them.

According to recent news articles by the BBC and articles by Guardian, 89 per cent of workers say flexibility is an essential factor when looking for a job today. Whether that's trying to fit in a second job or working around other commitments, giving your people greater flexibility in the current economic climate will go a long way and retain them for a stronger and sustainable workforce.

Prioritising the wellbeing of staff

One organisation that is continuing to provide support to their employees is Islamic Relief Worldwide, through health and wellbeing BHSF Cover for their UK staff.

Employees have access to the cover with a 24 hour, 365 days a year confidential helpline. They can benefit from counselling, personal finance and legal information. It's unique services like the availability to talk to a counselor whenever a staff needs to, can relieve some stress on employees and give them the support they need.



HAD IN NUMBERS

Over the years we have achieved so much with the support of our donors and partners and continue to be one of the leading academies in the sector.

We have trained 2800 humanitarians - and counting! We've developed communities and saved lives as a result of the impact we've had on their knowledge and skills. This has also enabled both Civil Society Organisations (CSOs) & Non-Governmental Organisations (NGOs) to have a more robust and effective approach when dealing with difficult situations on the ground.



HAD DONORS & PARTNERS

Over the years, we have been proud to partner with a variety of donors and institutions who have enabled us to achieve successful projects and training programmes in communities that need it the most.



HELP US TRANSFORM LIVES

We believe that education and learning can build communities, strengthen local people and ultimately save lives. Through your donation, you will be creating a lasting change for years to come and helping to save lives in the long-run.

Transform lives with as little as just £10 or go that extra mile by sponsoring a life saver in Yemen, Syria, Afghanistan or any other country of your choice.

Help us save lives TODAY

Thank you!

DONATE NOW





STRENGTHENING THE HUMANITARIAN & DEVELOPMENT SECTOR WORLDWIDE



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