



**ACADEMY**  
THE PATH TO A BRIGHTER FUTURE

E-Newsletter

# Empowerment

SUMMER 2017 | ISSUE 7



Leadership Development Programme Cohort, May 2017 delivered in Turkey

# Welcome to the Summer Issue of the IR Academy E-Newsletter

## News

### IR Academy Training Receives Accreditations

The quality of the Learning & Development team's training has been recognised by an array of accreditations. The MDP was accredited a few of years ago by the Institute of Leadership & Management (ILM) at Level 5 and now the LDP has been approved at Level 7 making it equivalent in standard to a Master's degree. The recently developed Aspiring Managers Programme (AMP) at Level 3 has also been accredited.

ILM accreditations have also been achieved for the new Train The Trainer (TTT) course and the Volunteer Leadership Programme (VLP) that was introduced in 2016.



### Welcome Razwana

Razwana Khan has joined IR Academy as a Reception and Office administrator where she will be assisting the academy team.

Razwana has over 15 years' experience working in the corporate world with expertise in Finance and Compliance. Having graduated in Business and Finance Razwana went on to work for a law firm as a legal executive and worked in Debt Management & Fraud Operations for 6 years at the Royal Bank of Scotland. Razwana then progressed on to Quality Assurance Checking for Mortgages within the bank.

Please join us in giving Razwana a warm welcome.



### Farewell Adil, Imran and Wahab

In May 2017 we said a fond farewell to Receptionist & Office Administrator, Adil Bader, L&D partner Imran Khalifa and R&D Officer Wahabbari Ahmed who all left IR Academy for new pastures.

We would like to thank Adil, Imran and Wahab for their tireless work at the Academy and wish them the best in their future endeavors.





# Research and Development



## News

### New IR Academy Project Announced

IR Academy is leading an exciting new research, advocacy and mobilisation project around Islam and Sustainable Consumption & Production (SCP). Supported by Programme Quality staff, the project brings together 10 field and Partner offices across the Family to produce research, campaigning tools and materials, country level carbon reduction and climate change advocacy initiatives. The project will also support the establishment of 4 eco-centres helping local communities via outreach and education to adopt green behaviours.

This project provides the opportunity to work on Islam and SCP, and support participating offices to develop their own activities in this area.

The project presents an opportunity for IR to roll out elements of its climate change policy, which was adopted in 2015, to several Partner and Field offices. Participating countries, including three in Asia (Bangladesh, India and Pakistan), four in Africa (Kenya, Niger, Malawi and Somalia) and three in Europe (Germany, Sweden and UK) are currently working on activity plans for the project, which will run from July 2017-June 2018.

### Future of Democracy in Africa

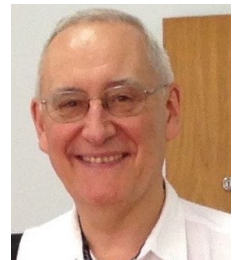
Dr Muhtari Aminu-Kano attended delivered a paper at the University of Westminster entitled "Future of Democracy in Africa, and the trajectory of African states". This seminar engaged with experts to discuss the future of democracy in Africa and the African Union, the latter established 15 years ago to raise deeper continental integration and the promotion of peace, security, trade and development.

The seminar was a platform for anyone interested in Africa to voice views on African unity and the future of the African Union.

### R&D Welcome Two New Fellows

Research & Development (R&D) has recently welcomed two Academics to build on the existing network of Fellows who contribute their knowledge and expertise to help Islamic Relief better understand the needs of the humanitarian sector.

Christopher Talbot, has significant experience working with UNHCR, UNESCO, UNICEF, the CfBT Education Trust, the Open Society Foundations, the Danish Refugee Council, NORRAG, GIZ, INEE, the International Rescue Committee, Search for Common Ground and the Overseas Development Institute. Now working as a consultant Christopher also has experience working in Education in Conflict and Emergencies.



Christopher Talbot

Lindsey K. Horner, a Senior Lecturer from Bath Spa University, has expertise in research concerning peacebuilding and education as well as research methodologies, particularly specialising in ethnography, visual data, and a/r/tography.



Lindsay Horner



# Learning and Development



## News

### Leadership Development Programme (LDP) in Turkey

In May 2017 the Leadership Development Programme was delivered in Istanbul. The LDP has been redesigned reducing it from the former 8 days down to a 5-day programme across a weekend and this was its first delivery in its new form.

Delivered by Stephen Terry (Head of Learning & Development), Naser Haghamed (CEO of Islamic Relief Worldwide) and Abdulbaset Hamadi (IR Academy consultant) the training is attracting attention from NGOs and other organisations, as evidenced by the attendance of a government minister from Sudan and a senior manager from a Kuwaiti NGO.

With Islamic Relief executives, trustees and external participants from across the world, including five women, the group of fifteen was the most diverse so far for the LDP. The attendees included:

- Dr Lamia Elamri, the Chair of IRW
- Trustees from IR USA, South Africa, Canada and IR Australia
- Three Country Directors (IR Albania, Lebanon and Syria)
- Senior managers from IR Australia, TIC and IRUK



### L & D team visit Islamic Relief South Africa

March saw the Academy's Stephen Terry and Mo Randera deliver training for IR South Africa staff from their Cape Town and Durban offices.

Over a two week period several courses were delivered including: Aspiring Managers Programme, Presentation Skills and Stress Management, along with consultancy for team building and training needs analysis.

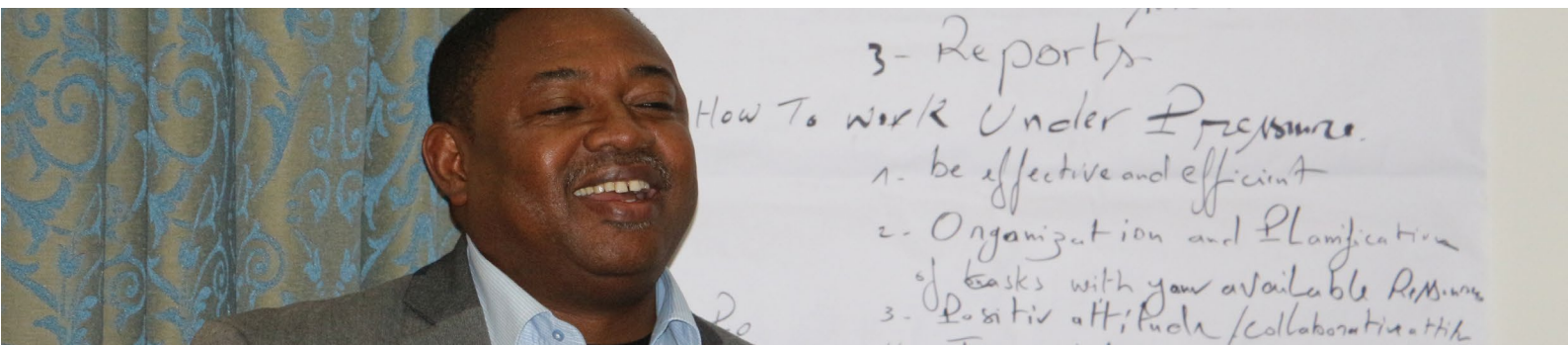
While there, Steve and Mo took the opportunity to visit The Leadership College, a school in Manenberg township that is supported by Islamic Relief.

Considering the levels of deprivation suffered by the students, this proved to be an inspirational experience and gave ample evidence of the good work funded by IR.





# Learning and Development



## Training provided for IR staff in Tunisia



Over a two week period in April/May L&D Partners Diane Conway and Mo Rander were in Tunisia to deliver a number of courses including Management Development Programme, courses on Stress Management and Presentation Skills, along with an induction programme for new IR Tunisia staff.

## Training Needs Analysis (TNA) in Kuwait

Commissioned by the International Islamic Charitable Organisation (IICO) in March, staff from the Learning & Development department carried out a large-scale training needs analysis in Kuwait.

Coordinated by IICO, the focus of this commercial work was that country's humanitarian sector and lasted two weeks. In total, the project involved visits to 9 Kuwaiti NGOs and interviews with around 100 staff.

## Empowering Country Offices in Capacity Building

The new Train the Trainer (TTT) course is to form the basis of an IR Academy scheme for empowering country offices in capacity building. Funded by the Academy, this training is to be rolled out across the world during 2017-18. The TTT course will enable IR staff to meet a recognised standard as proficient trainers and thus be awarded a certificate endorsed by ILM. The aim is that every country office (partners and field offices) should have one or more Academy Accredited Trainers to enable them to be more self-sufficient in training. Anybody interested in taking up this opportunity should contact [diane.conway@iracademy.org.uk](mailto:diane.conway@iracademy.org.uk).

## Core Humanitarian Standard Workshop

### Core Humanitarian STANDARD

As part of our ongoing commitment to the adoption of the Core Humanitarian Standard, a half day awareness workshop is to be made available to all staff with plans to deliver this to partner and field offices as well.

This short workshop will provide all Islamic Relief staff with an overview of CHS and how individually their own work forms part of the overall accountability our beneficiaries can and should expect from us.

Diane Conway is the lead at the Academy and if you wish to register your place or ask any questions please email her at [Diane.conway@iracademy.org.uk](mailto:Diane.conway@iracademy.org.uk).

**Dates to be communicated through internal Comms and via the IR Learning portal.**

## Feedback from delivery of LDP: Turkey

**"The course content was excellent"**

**Mohammed Goumni, Country Director Syria**

**"This is a rich well established course by expert leaders who have real leadership and experience"**

**Dr Afaf Abdelrahman, Delegate from Sudan**



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