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NEWSLETTER

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Humanitarians Saving Lives

Inside this issue

Read how aid workers in Yemen benefited from our bespoke coaching and mentoring sessions.

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

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Why humanitarians need training now more than ever

With over 300 million people needing life-saving aid (ReliefWeb, 2023), aid workers can be the difference between life and death – so it's more important than ever that they know how to respond in the best way possible. The Humanitarian Academy for Development (HAD) is helping.

Through our training programmes, such as leadership development and mentoring, humanitarians are improving their knowledge and skills, so that they are better equipped to provide life-changing and life-saving assistance. HAD is also helping fill a critical shortfall in quality face-to-face training for local aid workers.



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HELP US SAVE LIVES



03

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

"The presence of humanitarians is indispensable, as they make it possible for numerous organisations to carry out life-saving work. To ensure that people in need receive the assistance they deserve, aid workers must be equipped with the right learning support and tools.

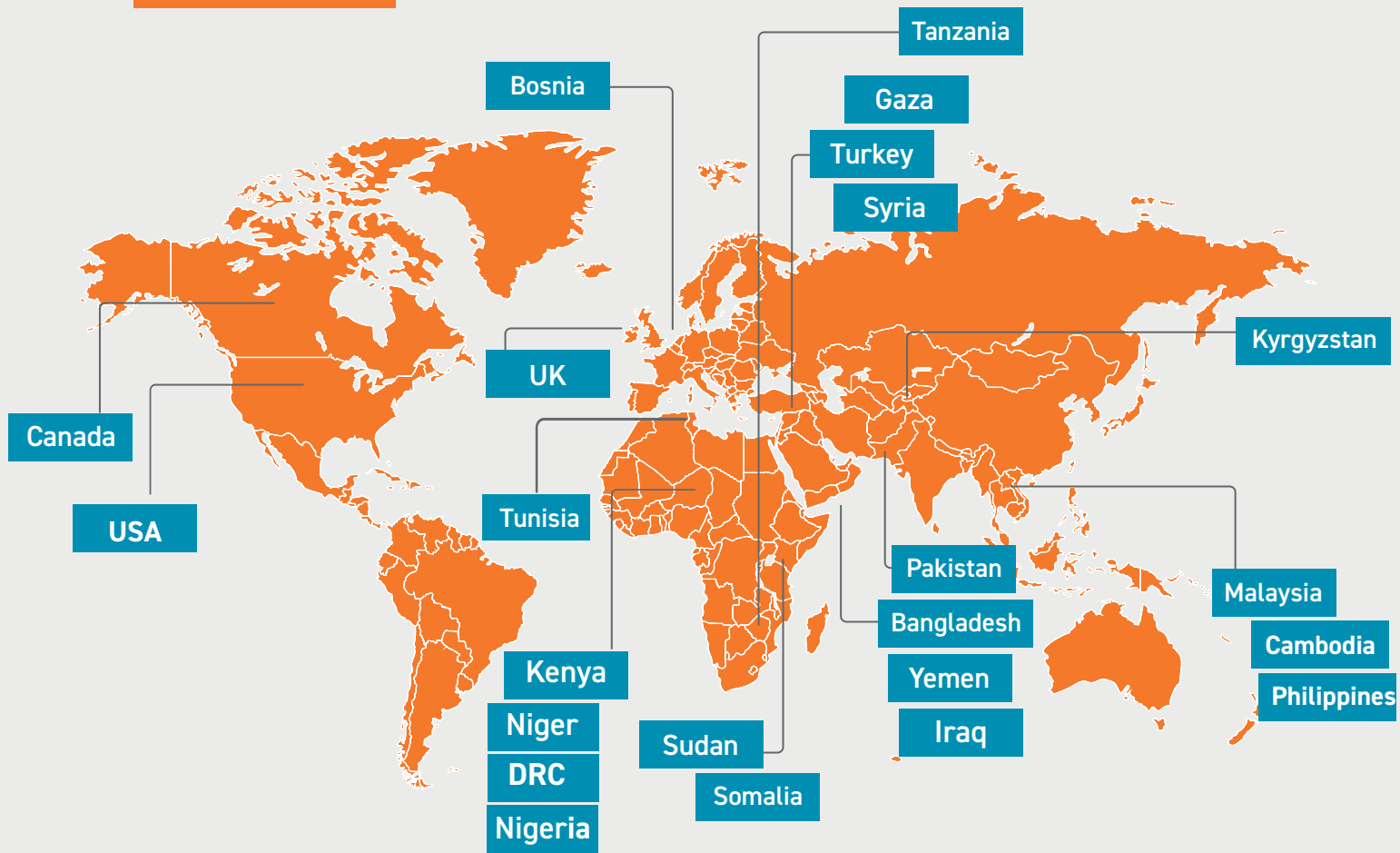
Since we established in 2013, HAD has been dedicated to fulfilling this essential role, and I take great pride in the fact that we have remained committed to this mission ever since. Being the only Islamic humanitarian academy in the northern hemisphere with the support of the Islamic Relief family further enhances our sense of pride.

Over time, we have welcomed many visitors, trainees, and partners who have experienced the uniqueness, professionalism, and value that HAD brings to the table. Their positive feedback serves as a source of strength and confidence for our team, reinforcing the impact we can leave behind.

At HAD, we understand the profound importance of humanitarians in making a difference in the lives of those in need. It is our honour and privilege to continue empowering aid workers with the knowledge and tools they need to positively impact the world and provide the help that is so crucial."

"Aid workers must be given the right learning support"

Quote taken directly from Dr Hossam Said, HAD Managing Director



OUR VALUES

إخلاص
SINCERITY

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

إحسان
EXCELLENCE

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
COMPASSION

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
SOCIAL JUSTICE

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
CUSTODIANSHIP

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.



04



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 - www.had-int.org



ACHIEVEMENTS

Capacity Building Project in the UK



BITESIZE COURSES

We rolled out our first ever free face-to-face bitesize courses for institutes around London, UK. Delivering this alongside Islamic Relief UK, we aimed to build the capacity of humanitarians working for organisations who help deprived communities around London, UK. This included a variety of five fantastic courses ranging from governance and GDPR to finance and safeguarding.

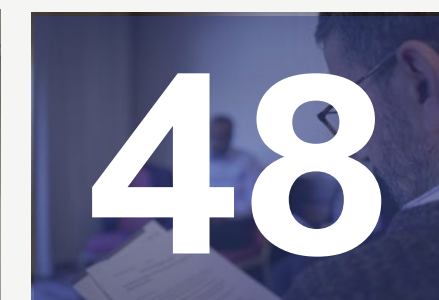
After completing phase one of this project, we are very excited to roll out phase two later this year. This will include more longer sessions, helping humanitarians unlock their skills & knowledge across Birmingham and Manchester.

Strengthening local faith groups & institutes in the UK



5
Sessions of Training

The training sessions were delivered to a variety of different faith groups and institutes from mosques to NGOs. Through this rare opportunity, the participants are now better equipped with enhanced knowledge and skills which can help them in their work.



48
Participants Attended

The training sessions included 48 participants from different positions and organisations. They came together to develop their skills and become more effective humanitarians for the people they're serving in the UK and beyond.



IR
Islamic Relief UK

This was funded by Islamic Relief UK.



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In Yemen HAD led and delivered various training programmes, such as fundraising, finance for non-finance managers, and Aspiring Managers Programme (AMP), with our trusted and experienced trainers. We worked closely with aid workers from Civil Society Organisations (CSOs), helping to grow and shape their abilities. For example, we delivered coaching and mentoring to local Yemeni humanitarians. With our support,

they set clear goals and boundaries within the mentee/mentor relationship. The sessions included interactive methods, discussions, group work and sharing best practice. Equipping local aid workers with important skills helps them pass on their learning to their colleagues, creating a positive cycle of ongoing professional development.

8 Yj Y'cd]b[Community Organisations in Yemen'



Days 'cZhfU]b]b[

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



CSOs & NGOs Attended

Participants came from different positions such as Managers, Fundraising Officers, Safeguarding Coordinators and many more.



Islamic Relief Germany

The funding was provided by Islamic Relief Germany which enabled us to deliver this project.



Training in DRC

LEADERSHIP DEVELOPMENT PROGRAMME



We kicked off this capacity building project for Islamic Relief local partners funded by the Strengthening Response Capacity and Institutional Development for Excellence (STRIDE) project. Together, we have helped humanitarians working in DRC, Nigeria and Cambodia to develop and strengthen their knowledge and skills. Our experienced trainers, with over 30 years of experience, provided participants

with innovative teaching tools and drew from their own experiences, creating a personalised learning experience. Each aid worker had their own set of challenges with which HAD tried to help them through thought-provoking discussions and identifying gaps and solutions.

Unlocking the Leadership Potential of Humanitarians in Africa and Asia

15
Days

Provided training to humanitarians working in local organisations in DRC, Nigeria and Cambodia. They came from different backgrounds such as Fundraising, Human Resources, Emergency Aid and more to work together to learn and develop their abilities.

43
CSOs & NGOs Attended

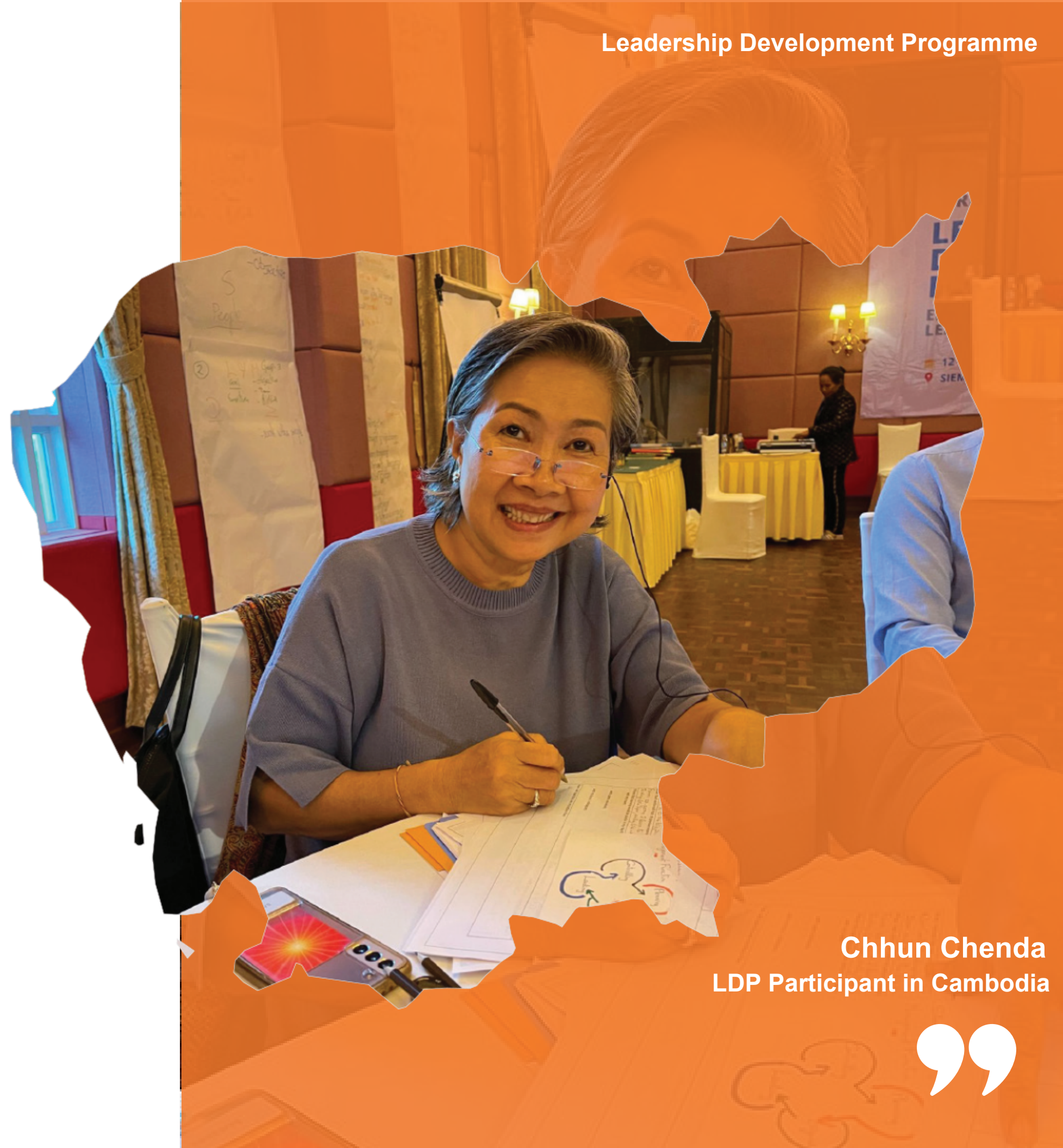
There were a range of CSOs and NGOs who attended the trainings from different backgrounds. They were able to network and share best practice.

ST
STRIDE

The funding was provided by our client STRIDE.

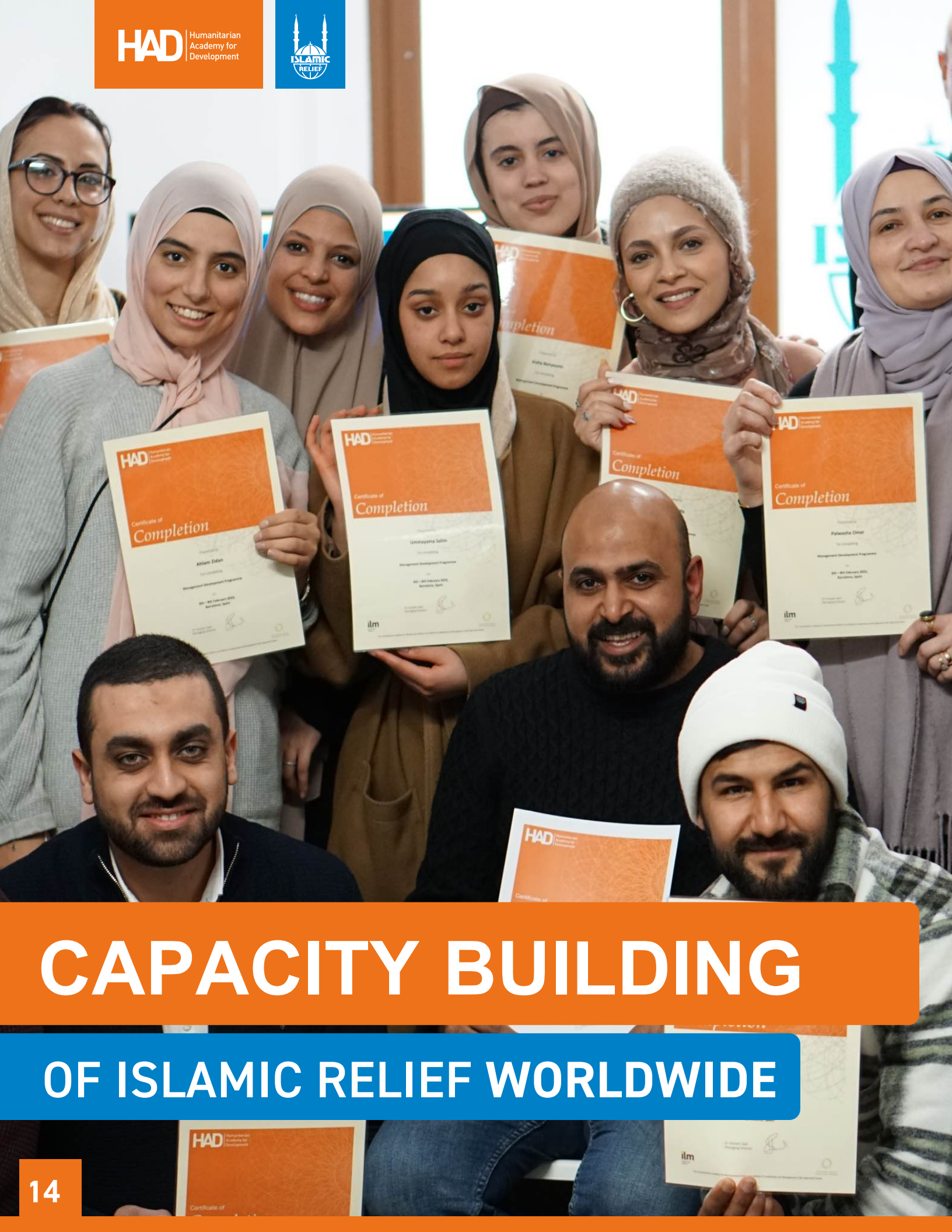
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I've had a lot of fun
and there's so much
to learn from my
peers and the
brilliant trainers.
This is truly
transformative and
will help me and my
team to do better
work here in
Cambodia



Chhun Chenda
LDP Participant in Cambodia

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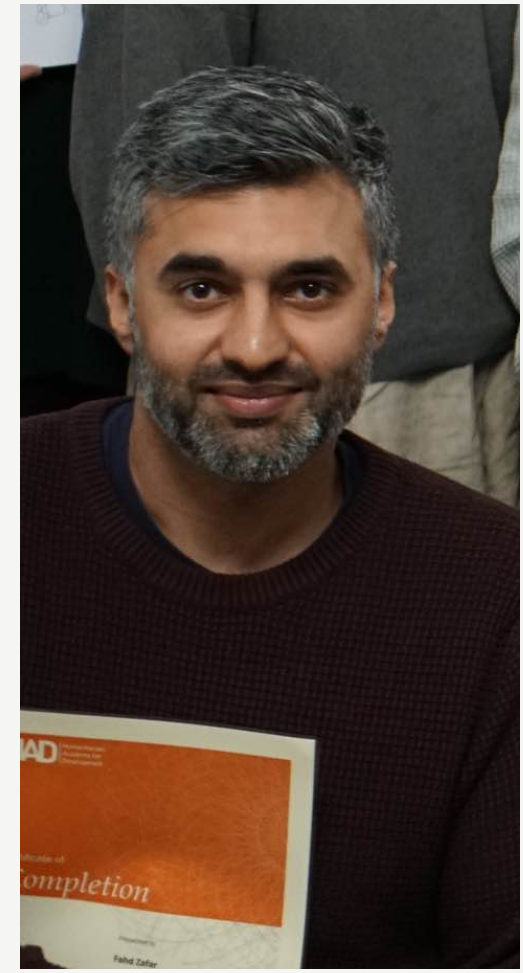
CAPACITY BUILDING

OF ISLAMIC RELIEF WORLDWIDE

MANAGEMENT DEVELOPMENT PROGRAMME

Recent studies from the Society for Human Resource Management (SHRM) have found that 84 per cent of workers find their managers either poor or incompetent, causing unnecessary work and stress. This can lead both teams and organisations to failure. However, this can be prevented through robust and effective training. The course was provided to an incredible group of 17 humanitarians from Spain, Italy, Ireland,

Norway and the UK. It was delivered by one of our top trainers, who assisted aid workers in addressing management challenges such as communication, decision-making, and conflict resolution. We also provided MDP training to humanitarians in Jordan.



Training For Good Management in Islamic Relief



Days



Participants Attended



Islamic Relief Worldwide

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.

A total of 17 participants took part in this programme, all varying from different teams like MEAL officers to fundraising and communications team. This was a unique opportunity for over five offices to come together to learn, grow and transform their skills and knowledge.

This training was funded by multiple Islamic Relief offices.



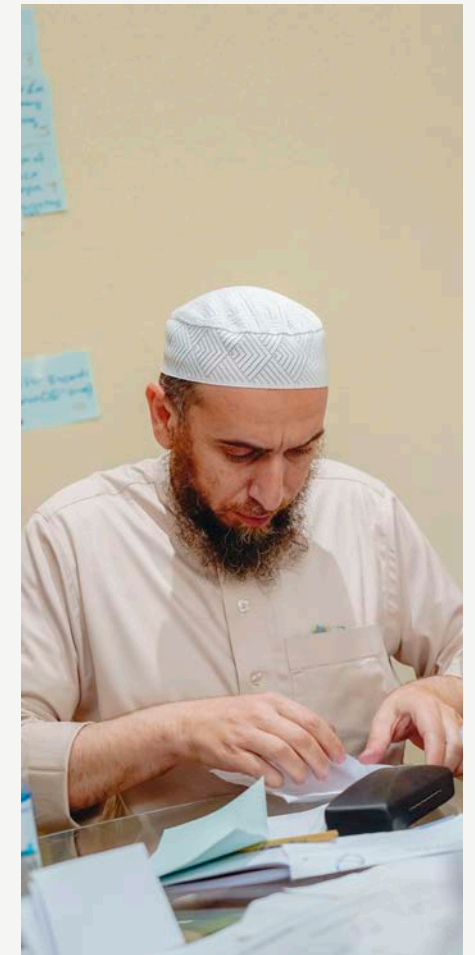
CAPACITY BUILDING

OF ISLAMIC RELIEF JORDAN & LEBANON

ASPIRING MANAGERS PROGRAMME

Our Aspiring Managers Programme (AMP) 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 managing people. Our top trainers delivered the course in Jordan to 12 humanitarians from Islamic Relief Jordan and Islamic Relief Lebanon offices.

Through the programme, we helped to grow and shape the abilities of aid workers in country offices, which work directly with some of the world's most vulnerable people. Participants learned some unique tools and techniques. Now they are better equipped for some of the challenges they face, which will help them provide aid more effectively.



Empowering Humanitarians in Jordan



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 12 participants were involved in this programme, all varying from different teams like Marketing and Communications. This was a unique opportunity for two offices to come together to learn, grow and transform their skills.



Islamic Relief Jordan & Lebanon

This was funded by Islamic Relief Jordan and Lebanon.



CAPACITY BUILDING

OF ISLAMIC RELIEF TIC

CUSTOMER SERVICE TRAINING

Effective communication with donors is crucial in the humanitarian sector. Recognising this, we delivered customer service training to empower a group of humanitarian workers who work directly with donors. This session aimed to equip them with the skills necessary to address some of the main challenges they faced. We focused on approaches such as active listening and empathetic understanding, which helped participants better comprehend and address any queries or concerns donors raise. The session also encouraged the group to share best

practice, experiences and insights. The trainers provided real-world scenarios and practical solutions for participants to incorporate in their roles. HAD values ongoing professional development and has identified areas like telephone communication skills for further skill enhancement.



Developing Much-Needed Customer Service Skills

0.5
Days

During the half day session, participants learned about different methods of communication and how they can improve this when communicating with donors.

9
Participants Attended

In total, 9 humanitarians completed this short course from the Islamic Relief TIC team.

IR
Islamic Relief Worldwide

This course was funded by Islamic Relief Worldwide team in the UK.

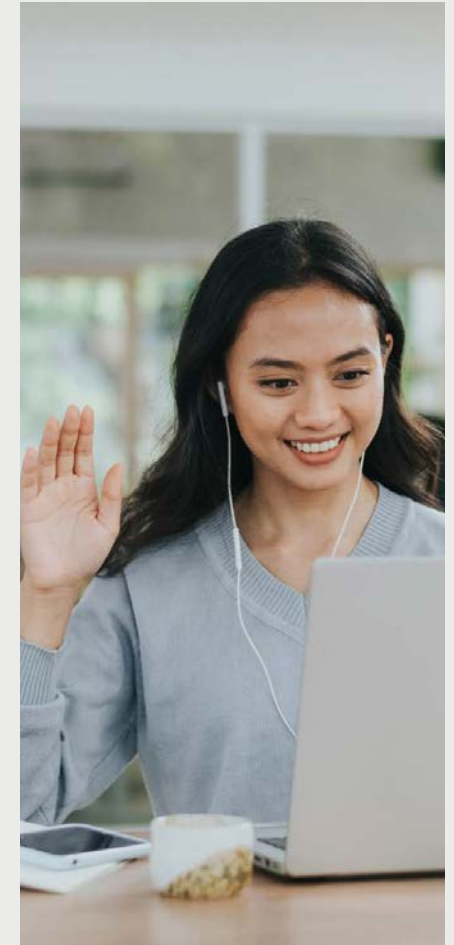


CAPACITY BUILDING OF ISLAMIC RELIEF WORLDWIDE

PROJECT DPRO

The purpose of Project DPro is to improve and develop upon the professional participants project management capacity, helping increase the efficiency and effectiveness of projects they manage. Project DPro is the first stage in project management, this training prepares participants for the examination. Those who pass examination will achieve the Project DPro certification, which is recognised worldwide as a development sector project. The training sessions helped participants to engage in a comprehensive learning journey, starting with introductions and group

formation, followed by discussions on how the course aligns with Islamic Relief's objectives. Exercises on definitions, principles, and challenges further enriched their understanding. The sessions covered categories of scope analysis, stakeholder analysis and problem tree. Overall, the training enhanced participants' skills in project planning and analysis helping to strengthen their abilities when managing projects.



Enhancing Project Manager Skills

11

Sessions

In total, there were 11 sessions provided over the period of 8 weeks.

39

Participants Attended

In total, 39 humanitarians completed this course.

HAD/IR

HAD & Islamic Relief Worldwide

This course was funded by us and Islamic Relief Worldwide in the UK.

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It's been really amazing so far. The trainers are incredible at how they teach the course. As a manager for 13 years, I found it to be a great experience which has increased my capabilities & I can't wait to apply my learnings

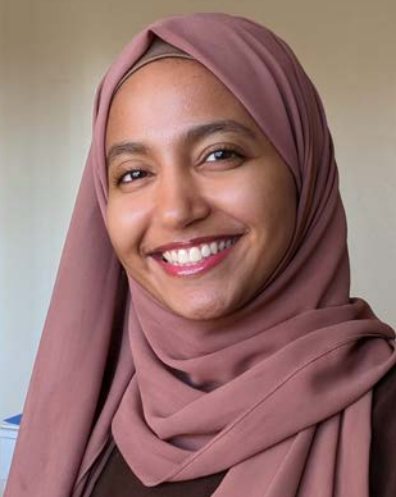


Edina
MDP participant in Jordan

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TALENT & DEVELOPMENT PROGRAMME

HEAR FROM OUR BRIGHT INTERNS



Rawan Mirghani
Programmes Intern

Read about Rawan'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 - Rawan Mirghani who joined us on as a Programmes intern whilst also studying for her Masters in International Humanitarian Affairs. Rawan worked with the Programmes team on a range of tasks from reviewing our online portals to submitting three major proposals.

Rawan also found the experience to be very rewarding as she has said that "my internship at HAD has played a significant role in boosting my confidence to pursue my passion for the humanitarian sector. Through hands-on experience, exposure to real-world challenges and the guidance of supportive mentors, I gained a deeper understanding of the complexities of institutional humanitarian work. The skills and knowledge that I acquired during my time at HAD have equipped me with the confidence to take on future challenges in the sector with greater ease and effectiveness.

I'm grateful for my time at HAD and I would highly recommend the internship scheme to anyone looking to gain experience or further their career in the humanitarian sector."

SUPPORTING MENTAL HEALTH

Impact of disasters on frontline humanitarians

Disasters can have a huge impact on some if not all frontline humanitarians. They are likely to face physical dangers, stress, and emotional challenges. Working long hours in difficult conditions can lead to burnout and they may also face security risks in conflict prone zones. Limited resources and access to affected areas can make their job even harder.

Frontline humanitarians also often form deep connections with the communities they serve. When they witness widespread devastation, loss of life, and suffering, it can take an emotional toll on their well-being. The constant exposure to human suffering can be emotionally draining and challenging to cope with.

It's important we support their well-being and provide them with vital resources and training to cope with the demands of the role.



Supporting humanitarians



With more than 20 major disasters currently taking place worldwide, it's crucial now more than ever to recognise and respond to the challenges frontline humanitarians face. They play a pivotal role in disaster response and require adequate support to carry out their duties effectively.

Training is a crucial part of preparing frontline humanitarians for their challenging roles in disaster response. It provides them with necessary skills, knowledge, and mindset to effectively and safely carry out their duties in highly demanding and often unpredictable environments. Some of the key elements of training frontline humanitarians include Mental Health First Aid (MHFA), Safety & Security training, Logistics and Resource Management.

Our work with humanitarians

At HAD, we are dedicated to helping develop, transform and strengthen humanitarians through learning and development courses and services. With over 25 types of programmes including our bespoke consultancy services, humanitarians have a great range of options to choose from. Developing the knowledge and skills of all humanitarians, not only benefits the aid workers but also their team and the wider community. It creates a long-lasting impact as they can pass on their learnings to someone else who can benefit from it thus, have an impact on the people around them.

How can I help?

You can help us by donating towards the work we do with humanitarians both in the frontline and backend. Your donations can truly play a crucial role in supporting humanitarians to provide aid in the most effective way possible to people in need.

Support us today by clicking the link below to Donate Now.

www.had-int.org/donate-now





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 3000 humanitarians and counting! We've developed communities and saved lives as a result of the impact we've had on building the capacity of humanitarians. 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 like emergency response to disasters 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. Below you can find some of our partners. If you'd like to find out about how you can become our partner then simply visit our website and fill out the enquiry form.



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

مَنْ سَلَكَ طَرِيقًا يَلْتَمِسُ فِيهِ عِلْمًا سَهَّلَ اللَّهُ لَهُ بِهِ طَرِيقًا إِلَى الْجَنَّةِ

†
h Prophet Muhammad (pbuh)

Help us save lives TODAY

Thank you!

DONATE NOW





STRENGTHENING THE HUMANITARIAN & DEVELOPMENT SECTOR WORLDWIDE



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