

JUL-DEC 2023

# NEWSLETTER

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## Inside this issue

Read about how aid workers from The British Red Cross benefited from our presentation skills training.

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Discover stories from humanitarians in Nepal and find out how they got on with completing five days of our Management Development Programme (MDP).

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## Transforming Humanitarians Worldwide

Check out some of our key highlights and a special new addition to our newsletter – humanitarian diaries. During the past six months, we were delighted to work on another successful project funded through the STRIDE programme which aimed to develop and strengthen the humanitarians working at Islamic Relief Lebanon.

We are excited to announce a new section in our newsletter called humanitarian diaries. To help shed more light on the incredible work humanitarians do around the world, we are spotlighting stories about humanitarians who work in some of the most difficult environments. Read through Ammar's story who is a humanitarian working in Yemen.



**Training Humanitarians in Lebanon**



**Humanitarian Diaries - Read about Ammar's story who is a humanitarian working at Islamic Relief Yemen**



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# 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 lifesaving 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 being 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.

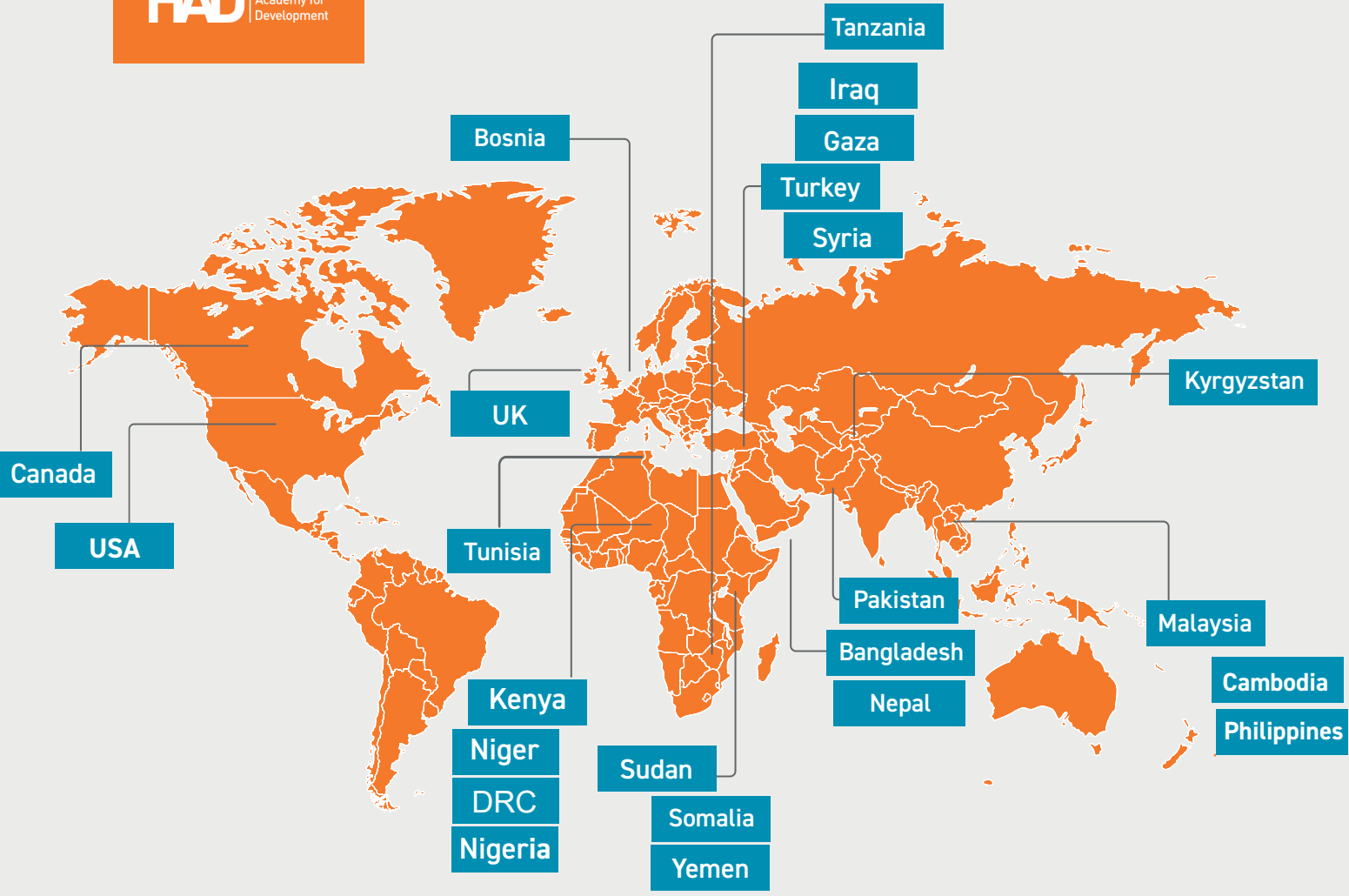
Over time, we have welcomed many visitors, trainees, and partners who have experienced the uniqueness, professionalism, and value that HAD brings to the table. Their positive feedback serves as a source of strength and confidence for our team, reinforcing the impact we can leave behind.

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 equipped with 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.



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## GLOBAL IMPACT

Over the past six months HAD have worked with Non-Governmental Organisations (NGOs), Civil Society Organisations (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 IRW field offices, we've been able to transform and shape the abilities of humanitarians from countries such as Nepal, Kenya, Lebanon and Pakistan. This has enabled us to deliver real world practices with integrated faith perspectives to humanitarians working in some of the most futile and disaster-hit countries in the world.

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, HAD always look to enhance the 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](http://www.had-int.org)

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# ACHIEVEMENTS



## PRESENTATION SKILLS TRAINING

HAD delivered presentation skills training to 16 humanitarians from The British Red Cross team in London, UK and was a great success. Following on from a 2023 survey conducted by YouGov Realtime, it was revealed that glossophobia was the most common phobia on the survey with 15% of Britons admitting to having an overwhelming and debilitating fear of speaking in front of others.

### Empowering Humanitarians from The British Red Cross



Day of training

This was a short but effective training which was delivered to the group for one day.



Participants attended

The training was delivered to a group of 16 humanitarians working for The British Red Cross team in the UK.



London, UK

This training took place at The British Red Cross office in London, United Kingdom.





# FREE BITESIZE COURSES

'The Capacity Building of Mosques and Community Organisations' project is a targeted initiative aimed at bolstering the proficiency of UK-based mosques and community groups in the UK. As part of the project, a series of training sessions were organised in July and December covering five topics such as bid writing, safeguarding and governance. Each session was designed to be a concise, yet participatory introduction to each topic, with all sessions lasting between 4 to 7 hours.

HAD arranged the training programme, which was attended by a diverse group of participants representing a range of organisations, mosques and community groups based in the UK.

## Developing the Abilities of Local Faith Groups & Institutes in the UK

**20**  
Training sessions

We provided 20 training sessions ranging from governance to safeguarding.

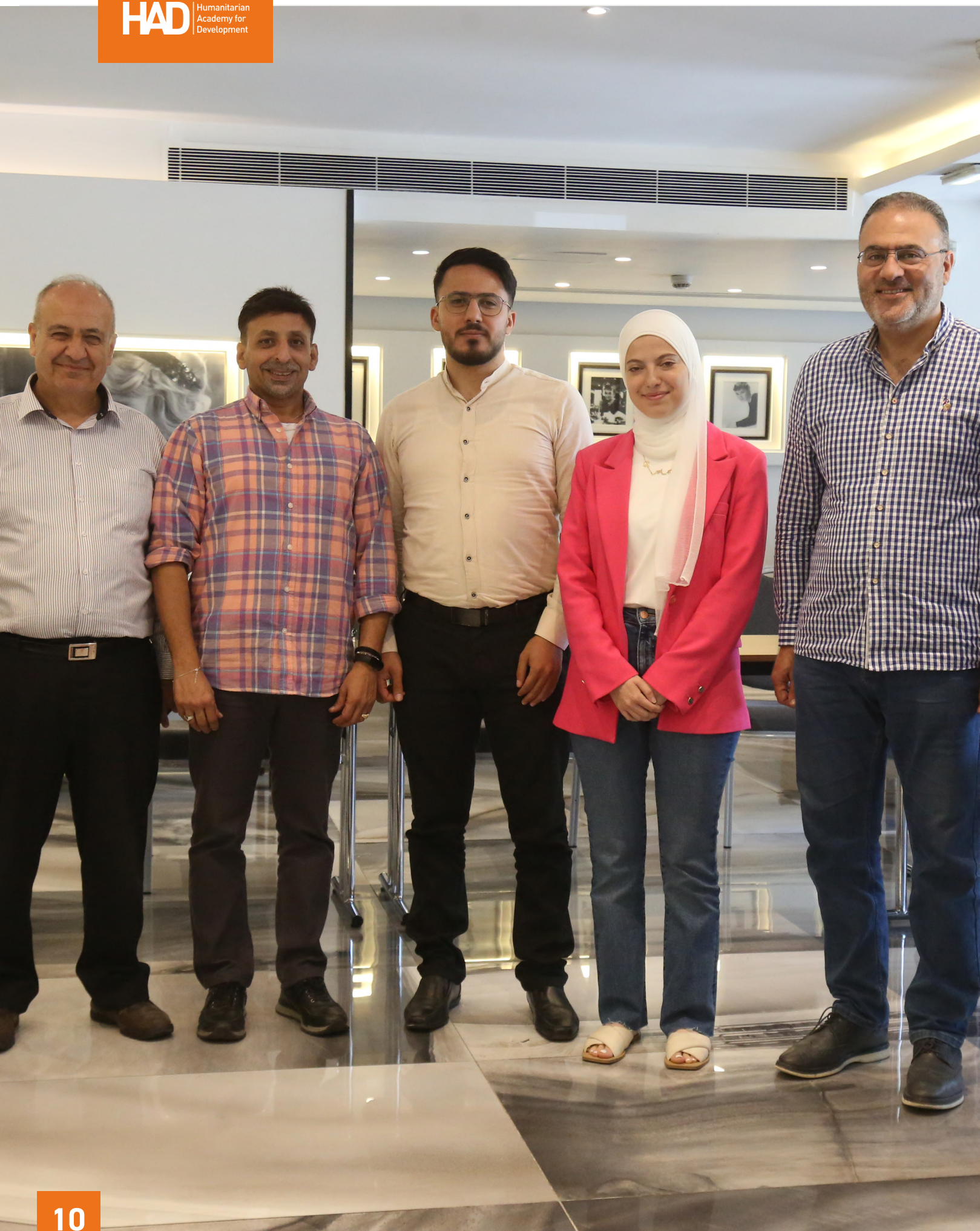
**145**  
Participant attended

Participants came from different organisations which enabled us to increase our reach in communities and amongst local organisations who actively support people in need.

**UK**  
Birmingham, Manchester & Glasgow

The sessions were delivered in the UK across the three cities mentioned above as the need and demand for training was high in these locations.





## TECHNICAL SUPPORT & CAPACITY STRENGTHENING



HAD were delighted to join hands with the Strengthening Response Capacity and Institutional Development for Excellence (STRIDE) team to develop and transform the learning abilities of humanitarians working at Islamic Relief Lebanon. HAD provided the group with technical support and guidance in mapping out partner organisations present in Lebanon and assessed their capacity, created a selection criterion and a partner database.

Through this project, Islamic Relief Lebanon staff have the necessary skills and capacity to continue their development in these areas, and the team are continuing to work with them to help build their resilience and continue to strengthen them.

## Supporting Humanitarians in IR Lebanon

**2**  
Sessions

We provided 2 sessions which included one virtual session that helped some of the participants with becoming more proficient in using Excel.

**12**  
Partners assessed

There were a range of participants from different positions such as managers, fundraising officers, safeguarding coordinators and many more.

**LB**  
Beirut, Lebanon

This project was delivered in Beirut, Lebanon to Islamic Relief staff members.



“

Having acquired the right skills and knowledge will definitely help both me and my team to successfully implement the projects for our rights-holders.



Jama Hanshi  
Project DPro Participant in  
Kenya

”





# CAPACITY BUILDING OF ISLAMIC RELIEF UK & PAKISTAN

## ASPIRING MANAGERS PROGRAMME (AMP)

HAD successfully conducted the Aspiring Manager Programme (AMP) training for 2023. Participants included members from Islamic Relief UK (IRUK), Islamic Relief Pakistan (IR Pakistan), and some dedicated HAD members. This training not only enhances our team's capabilities but also fosters a collaborative spirit within our network, ultimately helping to transform and strengthen the Islamic Relief family and beyond by preparing future managers. It will also 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 humanitarians are needed most to manage the situation in the right way so aid and help is provided efficiently.



### Empowering Managers of IRUK & Pakistan



**4**

Days of training

The training was delivered in 4 days.



**10**

Participants attended

In total, 10 humanitarians completed this training from Islamic Relief UK (IRUK) and HAD.



**UK & PK**

Birmingham, UK & Islamabad, Pakistan

This training was located in the UK and was also delivered virtually in Pakistan.





# CAPACITY BUILDING

# OF ISLAMIC RELIEF UK & NEPAL

## MANAGEMENT DEVELOPMENT PROGRAMME (MDP)

At HAD we firmly believe that developing skills and knowledge of managers working as humanitarians is crucial to achieving results and contributing to successful humanitarian responses. The sector faces key challenges, such as access to funding, dynamic crises and security risks which places demands on humanitarians, especially in management roles where adjusting strategies and adapting swiftly is crucial. Through the Management Development Programme (MDP), we helped to develop key skills of some current and upcoming managers at Islamic Relief UK and Nepal offices.

Through the use of unique tools and techniques taught to participants and practical activities such as role plays, they were able to have a better grasp of the teachings and apply their learning in a more effective way. Moving forward, this programme is not only going to benefit the development of participants but also their team and Islamic Relief as an organisation.



## Shaping future humanitarian managers

**10**  
Days of training

In total, we delivered 10 days of the MDP training across both offices.

**29**  
Participants attended

A total of 29 participants were involved in this programme, all varying from different teams like communications and finance.

**UK & NEP**  
Birmingham, UK & Lalitpur, Nepal

The training was delivered to in the UK and Nepal.





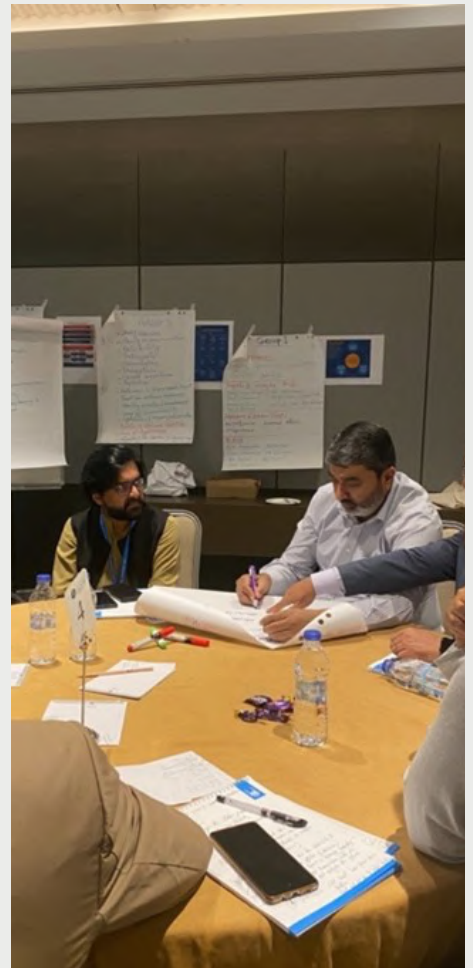
# CAPACITY BUILDING

## OF ISLAMIC RELIEF UK, USA, CANADA & PAKISTAN

# LEADERSHIP DEVELOPMENT PROGRAMME (LDP)

According to Harvard Business Review, leadership programmes are crucial to the personal growth and transformation of both the employee and employer. With the unpredictable landscape of the humanitarian sector, it is vital now more than ever, to equip leaders in the sector with essential skills to navigate through some of the most challenging projects and lead their teams with confidence, helping to deliver impact to the right people at the right time in a value for money way. Through the last half of the year, we delivered one of our popular training programmes – Leadership Development Programme (LDP) to a senior group of humanitarians from Islamic Relief offices such as Canada and Pakistan.

The LDP training was led by our experienced trainers and proved to be a fun-filled, participative programme that not only engaged all attendees in conversations about what makes an effective leader, but invited the aid workers to explore what type of leader they would like to be. Through this programme, we helped to equip 32 humanitarians with essential leadership skills that can enable them to steer their team and Islamic Relief towards its goals whilst embedding the organisation's values.



## Developing Strong Humanitarian Leaders

**7**  
Days of training

**32**  
Participants attended

**UK**  
Birmingham, UK

In total, 32 humanitarians completed this training.

This training took place in Birmingham, UK at the HAD office.





# CAPACITY BUILDING

# OF ISLAMIC RELIEF WORLDWIDE

## GOVERNANCE DEVELOPMENT PROGRAMME (GDP)

According to an article by the United Nations Development Programmes (UNDP), effective governance is key to ensuring peace, stability, inclusivity and transparency. With our Governance Development Programme (GDP) we hope to achieve this, and more, as we delivered not one but two rounds of GDP training to trustees and the Board of Directors to a wide range of Islamic Relief offices.

The participants were able to engage with the information they taught and raised some challenging questions which need to be addressed by the sector as a whole. Over the three days, they learnt about the 5s excellence which include strategy, stretch, scrutiny, stewardship, and sport as well as other theoretical frameworks which they were challenged to discuss in groups and put into

action through individual reflection sessions and group role plays.

At HAD we believe that by strengthening the governance in the humanitarian sector especially at IR Family, we can help leaders in positions of influence to create a positive change for the whole organisation, which can result in creating a lasting change. Discover more about the GDP programme by [clicking here](#).



## Strengthening Islamic Relief's Governance



**6**

Days of training

The GDP training comprises of 3 days and we delivered a total of 6 days across both rounds of the training.



**40**

Participants attended

A total of 40 participants took part in this programme.



**TR**

Istanbul, Turkiye

This training took place in Istanbul, Turkiye.





# CAPACITY BUILDING

## OF ISLAMIC RELIEF SWEDEN

### STRESS MANAGEMENT & CORE HUMANITARIAN STANDARDS (CHS) TRAINING

HAD rounded off the year delivering stress management and Core Humanitarian Standards (CHS) training to a group of 16 remarkable and enthusiastic participants from Islamic Relief Sweden (IRS). With stress being a leading cause of workplace absences and costing countries like the UK over £8.4 million annually, stress management training not only equips Islamic Relief staff with essential skills but also contributes to their overall wellbeing. Recognising the profound impact of stress on individuals, particularly those in demanding roles like humanitarians who often face frontline challenges and exposure to disturbing disasters, this training initiative ensures that humanitarians are better equipped to

navigate diverse situations, mitigate risks, and thrive in harsh environments. Additionally, such training contributes to retention and acquisition, as valued and less stressed employees are more likely to stay and be committed to their work.

CHS is an international standard training that's vital for humanitarian workers and aid projects. This training helped those understand the origins, development and significance of the standards set for how humanitarians should be operating both on and off the field.



### Strengthening Islamic Relief Sweden



**1**

Day of training



**16**

Participants attended



**UK**

Birmingham, UK

Both trainings were delivered in one day.

In total, 16 humanitarians completed this short training.

This training took place in Birmingham, UK at the HAD office.





# CAPACITY BUILDING

## OF ISLAMIC RELIEF KENYA

# PROJECT DPRO

In the latter half of 2023, we supported a dedicated group of humanitarians working for Islamic Relief Kenya with Project DPro training which aimed to develop their skills in managing projects more effectively. Some of the key takeaways from this training included identification and design of a project, helping project managers to make better informed and cost-effective decisions and how to adapt projects. As a result, the participants are now well-informed and better equipped to take on different types of projects and lead them, making sure to apply the tools and techniques from this training.

This has also enabled them to be better prepared to navigate complex situations and projects at work, ultimately helping to maximise their impact with the rights-holders.



## Developing Humanitarians With Their Project Management Skills



**5**

Days of training

The Project DPro training was delivered across 5 days.



**18**

Participants attended

In total, 18 humanitarians from Kenya completed this intensive training.



**KE**

Nairobi, Kenya

This training was delivered in Nairobi, Kenya.





# CAPACITY BUILDING OF ISLAMIC RELIEF WORLDWIDE

## TRAIN THE TRAINER (TTT)

TTT provides the skills to prepare and deliver engaging training, encouraging participants to think through how best to deliver training in the humanitarian sector. This five-day training followed by mentoring and development, helped to equip participants with skills such as management, self-development and presentation skills, so they become great trainers. Through the programme, we've helped empower more humanitarians to take on responsibilities and reach a higher level of effectiveness that will enable them to tackle difficult situations from emergencies to poverty.

The participants were also given the opportunity to share best practice, learn from our expert trainers with over 30 years of experience in the field and were tasked with presenting their ideas to the group.



### Creating A New Wave of Talented Trainers

**5**  
Days of training

The TTT programme was delivered across 5 days.

**10**  
Participants attended

In total 10 humanitarians completed this training programme.

**UK**  
Birmingham, UK

This training took place in Birmingham, UK at the HAD office.



“

**Taking time out to self-reflect and having more self-awareness will really help to bring out the best qualities in me and my team, ultimately helping us to perform at our best and serve people in need in the most effective way.**



**Claire Bedwell-Thomas**  
MDP participant in the UK

”



# TALENT DEVELOPMENT PROGRAMME

## HEAR FROM OUR BRIGHT INTERNS



**Jasmine Greenhow**  
Learning and Development Intern

Read about Jasmine'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 programme at HAD provides aspiring humanitarians with a range of entry-level, work-based learning opportunities. On the left is one of our bright interns – Jasmine Greenhow who joined us as a Learning and Development (L&D) intern after graduating from her masters in international development.

Jasmine worked with our L&D team on a range of tasks including strategic planning, overseeing the team's inbox, organising training materials and most importantly supporting with the launch of our new Learning Management System (IQRA) for Islamic Relief. Jasmine has thoroughly enjoyed her experience as she has said that:

"Embarking on this journey has been incredible as I've gained valuable skills and insights into the world of the humanitarian sector. When I joined the team, I was primarily responsible for the upkeep of the LMS system and other administrative duties. As I acquired more knowledge about system, I was privileged to be given a temporary fixed contract to join the LMS project team. This was an amazing opportunity for me as I developed new skills with project decomposition and managing stakeholders in addition to my personal growth. I am thankful to the team at HAD for providing me with a supportive and engaging environment which has transformed my learning journey and ultimately prepared me for a future in the dynamic field of learning and development."

# Humanitarian Diaries

## - Meet Ammar Al-Dumini from Yemen

### Tell us about what you do at Islamic Relief Yemen

My name Ammar Al-Dumini and I'm working as a Media and Communications Senior Officer. Throughout my career, I have been passionate about utilising my skills to raise awareness and make a positive impact on people's lives. Working with organisations like Spark International, Save the Children International, World Health Organization, and currently Islamic Relief-Yemen I have had the opportunity to experience many pivotal moments that have inspired me to dedicate myself to humanitarian work.

During my recent fieldwork in war-torn Yemen, this was fueled even further by my interactions with people whose stories not only touched my heart but shaped my career as a humanitarian. I am committed to using the power of storytelling and awareness-raising to make a difference. Every story I have been inspired by has reinforced the urgency and significance of my work. I am dedicated to amplifying the voices of those in need and shedding light on humanitarian crises that often go unnoticed.



### What's been the highlight for you as a humanitarian working in Yemen?



It's has been an honour to meet and serve courageous people who have faced unimaginable challenges and adversity and still remain hopeful. Many of their situations seemed bleak and hopeless until Islamic Relief Yemen intervened through emergency food assistance efforts funded by the World Food Programme.

The food parcels provided by Islamic Relief Yemen is a lifeline for many of the families affected by the war and famine. Not only does Islamic Relief Yemen ensure that people have enough to eat, but they also enable individuals to purchase much-needed medicine. This assistance alleviated the suffering of the local communities, bringing immense relief to the local people. I believe that it's crucial to remember that every individual has the right to live with dignity, hope, and love. It is our collective responsibility to stand in solidarity with those facing hardships and provide them with the support they need to fulfill their potential.

### How do you think HAD can support humanitarians like yourself?

Well, I understand that expanding my knowledge, gaining more experience, honing my skills and continuously developing myself will significantly contribute to my role as a humanitarian worker to better serve individuals affected by disasters and contribute to creating resilient and sustainable communities here in Yemen.

When we are at our best, we can effectively serve the people we work to support. This is what makes training so imperative. Training plays a vital role in preparing aid workers like myself to handle challenges and stay safe whilst carrying out our work in Yemen. By sharing our stories, we hope to emphasize the importance of donations towards training and the positive impact it can have on our ability to serve those in need.



The people we work with are incredible, let's let the resilience and hope in their stories inspire all of us to take action and work together in creating a brighter future for those in need. By providing sustainable solutions, empowering humanitarians like myself and communities, we can overcome the challenges our right holders face. Together, we can make a difference and bring hope to those who need it most.





# HAD DONORS & PARTNERS

We are proud to have partnered 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 by clicking the link above and fill out the enquiry form.

# 2023 FAREWELL

As we bid farewell to 2023, we take immense pride in the significant achievement of delivering comprehensive training to 3,340 humanitarians, fostering a community dedicated to making a positive impact. Through 38 face-to-face sessions and 30 remote engagements, we have equipped individuals with the knowledge and skills needed to navigate the challenges of humanitarian work effectively. Our commitment to serving the community and the Islamic Relief family remains unwavering.

Looking ahead to 2024, we are excited about the prospect of further accomplishments with the implementation of the Humanitarian Academy for Development (HAD) new strategy. This strategic approach promises to enhance our ability to meet the evolving needs of the community and strengthen our collaboration with the IR family. With gratitude for the achievements of the past year, we eagerly anticipate a year of continued growth, impact, and collective success in the service of humanity.





# HELP US TRANSFORM LIVES

We believe that education and learning can build communities, strengthen local people and ultimately help save lives. Your donation will count towards Sadaqah Jariyah (ongoing charity) which will help you create a lasting change for years to come and help save lives in the long-run.

"وما اجتمع شيان أفضل من العلم والصبر"

"No two things have been combined better than knowledge and patience." Prophet Muhammad (ﷺ)

**Help us save lives TODAY**

Thank you!

**DONATE NOW**







# STRENGTHENING THE HUMANITARIAN & DEVELOPMENT SECTOR WORLDWIDE



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