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NEWSLETTER

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In July, HAD delivered the first ever Islamic Relief Worldwide Learning Day at Aston University, Birmingham. Over 200 colleagues joined us for a day packed with 15 diverse sessions.

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HAD delivered its new Resilience, Stress Management, and Trauma Risk Management (TRiM) training programme in Gaziantep, Türkiye.

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Transforming Humanitarian Response Worldwide

Since the launch of IQRA, the engagement has been incredible, with over 11,000 courses completed by 2,437 users globally. Popular courses include Safeguarding, Conflict and Social Cohesion, and Gender Justice. Top participants are from Bangladesh, Pakistan, and Afghanistan, showcasing a strong dedication to continuous professional growth.

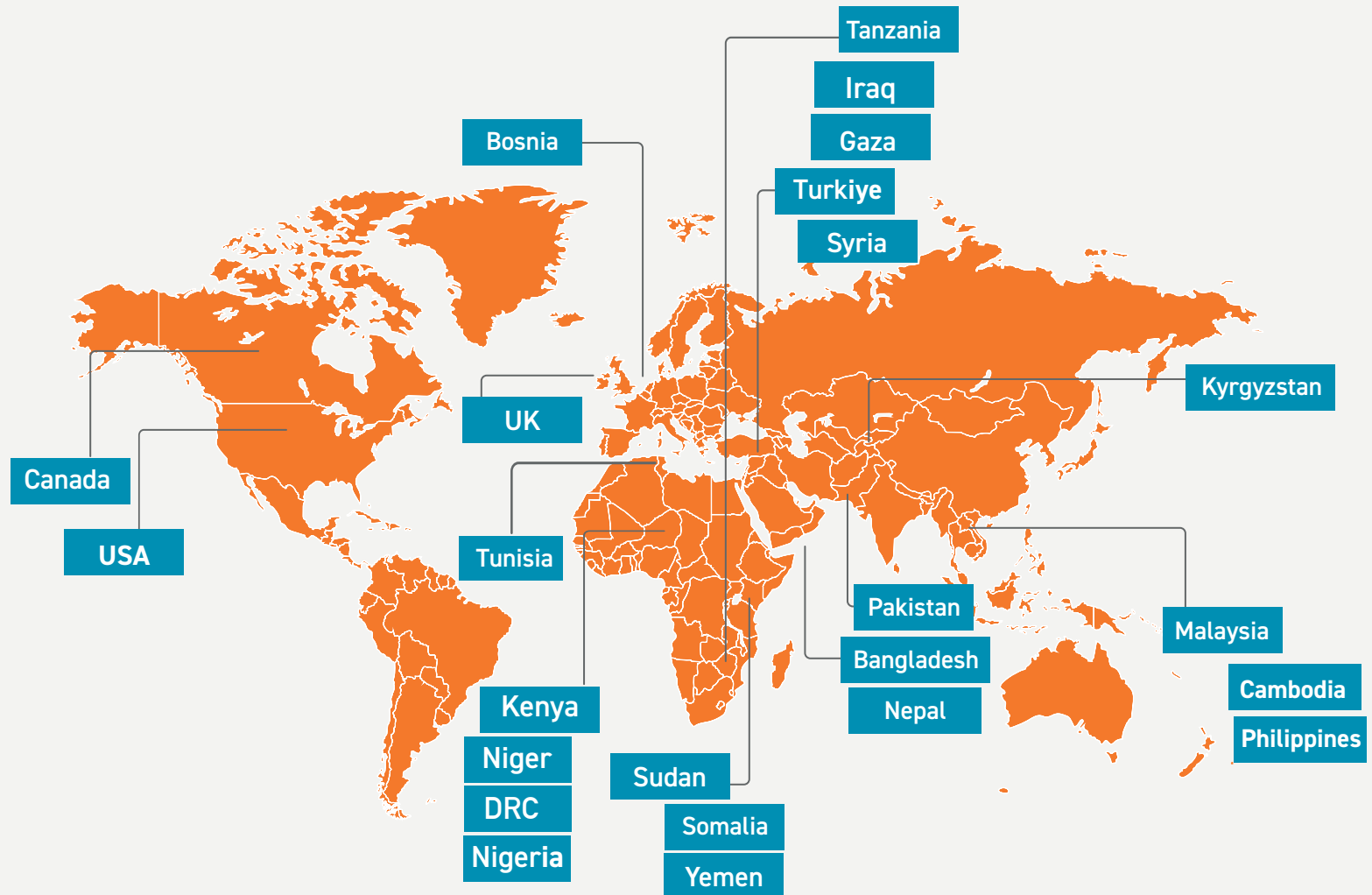
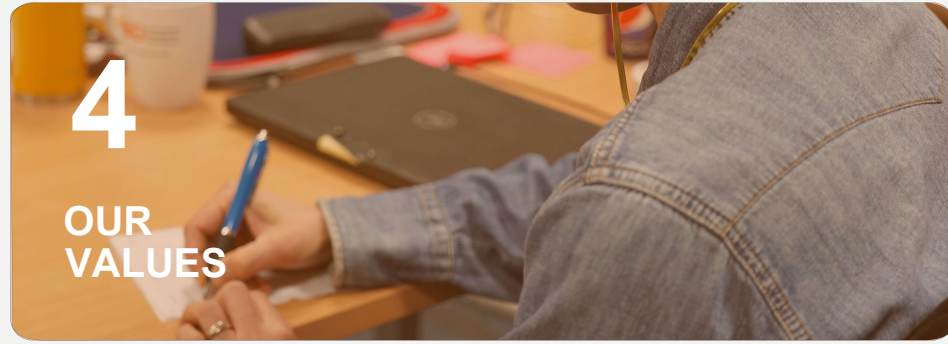
HAD's new 6-month paid internship scheme welcomed 7 talented individuals this year, providing them with valuable insights into the NGO sector and hands-on experience in various departments. Interns like Faghia Mehmood have already made meaningful contributions, while gaining skills that pave the way for promising careers in the humanitarian sector.



IQRA Achieves New Milestone



HAD's Paid Internship Scheme Takes Off



03

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 that have produced some of the best humanitarian professionals in the sector.

OUR VALUES



إفـــــــــــــــــلاص 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.

إحــــــــــــــــسان 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.

رـــــــــــــــــحمة 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.

عـــــــــــــــــدل 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.

أــــــــــــــــمانــــــــــــــــة 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.





First Islamic Relief Worldwide Organisational Learning Day

In July, HAD delivered the first ever Islamic Relief Worldwide Learning Day at Aston University, Birmingham. Over 200 colleagues joined us for a day packed with 15 diverse sessions, which made for an enriching Islamic Relief Learning Day. Topics were tailored to meet the evolving needs of the workforce, from resilience building to technical proficiency and leadership skills. This learning event highlighted Islamic Relief's proactive approach to fostering a collaborative,

skilled, and well-prepared team ready to tackle both current challenges and future opportunities. HR Business Partner Nyela Ali shared her experience of the day: "The Learning Day was interactive and energising, providing a wealth of information. It was a pleasure to catch up with colleagues from all over Islamic Relief and put faces to names. Thoroughly enjoyed the experience!"



ACHIEVEMENTS

1
Day of training

This was a one day event, comprising of 15 dynamic sessions.

200+
Participants attended

Over 200 staff members came together to attend our first-ever learning day.

UK
Birmingham, UK

The learning day took place in Birmingham, UK.



CAPACITY BUILDING

H2H Network - Conflict in Sudan

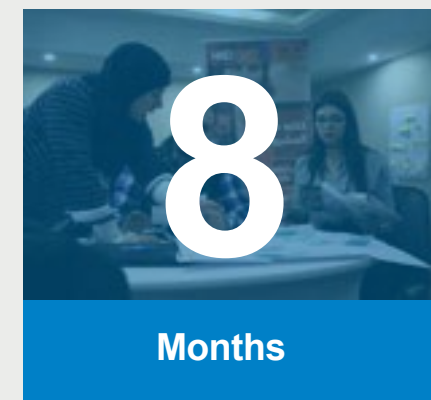
In response to the ongoing conflict in Sudan, HAD and RedR have embarked on a collaborative project to strengthen the capacity of local actors to deliver a more effective, resilient, and locally-led humanitarian response. Leveraging our combined expertise, regional understanding, and role as learning providers, we are addressing critical gaps in skills and knowledge that are essential for a robust response and recovery effort.

Throughout this 8-month project, we are focusing on 2 key pillars:

1. Institutional Capacity Strengthening: Led by HAD, this component has provided targeted in-person training, coaching, and mentoring to NGOs in Sudan. Training topics have included Organisational Management and Governance, Humanitarian Human Resources, and Financial Management. The objective is to equip these organisations with the institutional structures and tools necessary to respond effectively to the ongoing humanitarian crisis in the country, while enhancing their operational resilience and self-sufficiency.

2. Individual Capacity Strengthening: Led by RedR, this component has focused on building the skills of individual responders. Through online training sessions and specialised Train the Trainer (ToT) programmes, RedR have empowered emergency response volunteers, field staff, and NGO personnel with practical skills to address the immediate needs of crisis-affected communities. This year, we have seen high levels of participation, with hundreds of individuals now trained in essential crisis response techniques.

By balancing organisational and individual skill enhancement, this initiative has enabled local actors to lead more confidently in their response efforts, ultimately providing affected communities with more timely and competent support. This project is a key part of our ongoing commitment to fostering a locally driven, high-quality humanitarian response, building the foundations for a stronger, more resilient humanitarian infrastructure in Sudan.



This project was delivered over a 8-month period.



A total of 79 humanitarian completed a variety of training programmes on this project.



The training was delivered to humanitarian based in Sudan.



CAPACITY BUILDING


Training for READ Foundation staff

HAD successfully delivered a series of hybrid training sessions over 7 days with 10 staff members from the READ Foundation.

Participants from the UK, Yemen, and Pakistan began with Proposal Writing training, which was aimed at enhancing READ Foundation staff's skills in project design and reporting. This was followed by a Logical Frameworks training which took place both online and in-person in


Manchester, which further developed participants' skills in using logical frameworks to enhance project design and improve proposal writing. The training sessions concluded with a 2-day virtual Report Writing training, which focused on enabling staff to plan and write accurate and impactful reports, further strengthening their project documentation and communication skills.

Creating Leaders We Believe In



7
Training days

This training consisted of 7 days of online and face-face sessions.



10
Participants attended

A total of 10 participants attended the sessions, all varying from different teams like communications and finance.



UK
Online & face-to-face

This training was provided to participants both online and face-to-face in Manchester, UK.

“

A heartfelt thanks and appreciation to Islamic Relief Worldwide and HAD for this exceptional work that reflects their vision of supporting capacity-building and sustainable development.



Salah Omar
SPACEs organisation staff
member in Sudan

”



CAPACITY BUILDING

OF ISLAMIC RELIEF WORLDWIDE

Management Development Programme (MDP)

HAD successfully facilitated 20 days of the Management Development Programme (MDP) for Islamic Relief offices across South Africa, Italy, Germany, and Türkiye.

Throughout these engaging experiences, 56 participants took part in interactive discussions, hands-on activities, and reflective learning exercises. These sessions allowed them to delve deeply into critical areas such as emotional intelligence, team dynamics, leadership, and personal development. By the end of the programme, participants were equipped with valuable tools and

insights that enhance self-awareness, foster stronger collaboration, and drive meaningful, positive change within their teams and the broader organisation. With a focus on both individual growth and collective success, the programme emphasised the importance of cultivating leadership that empowers others, creating a supportive and productive work environment.



Creating Strong Humanitarian Leaders

20
Training days

We delivered a total of 20 training days of the MDP training programme to humanitarians working in four countries.

56
Participants attended

A total of 56 participants who are either existing or upcoming managers, completed this training.

WW
Worldwide

The Management Development Programme (MDP) was delivered in South Africa, Italy, Germany, and Türkiye.



CAPACITY BUILDING

OF ISLAMIC RELIEF WORLDWIDE

Leadership Development Programme (LDP)

The Country Directors' Leadership Development Programme was expertly delivered by Br. Nasser Haghamed, the former CEO of Islamic Relief, in July 2024 in Amman, Jordan.

Ten days of learning brought together 2 cohorts of 14 individuals: A group from Asia and the other from the Middle East and North Africa region. The training focused on helping the Country Directors identify their personal development goals, motivate staff, set strategic targets, and optimise Islamic Relief's interests in their respective countries. Additionally, the programme included sessions on

coaching and emotional intelligence, designed to enhance leadership skills and better support junior staff. The training was very well received and served as the foundation for a series of follow-up interventions aimed at further equipping the Country Directors to effectively achieve Islamic Relief's mission and desired outcomes.



الأكاديمية الإنسانية للتطوير
 برنامج تطوير القيادة
 @IslamicRelief

2
Training cohorts

This training consisted of 2 cohorts spanning 10 days.

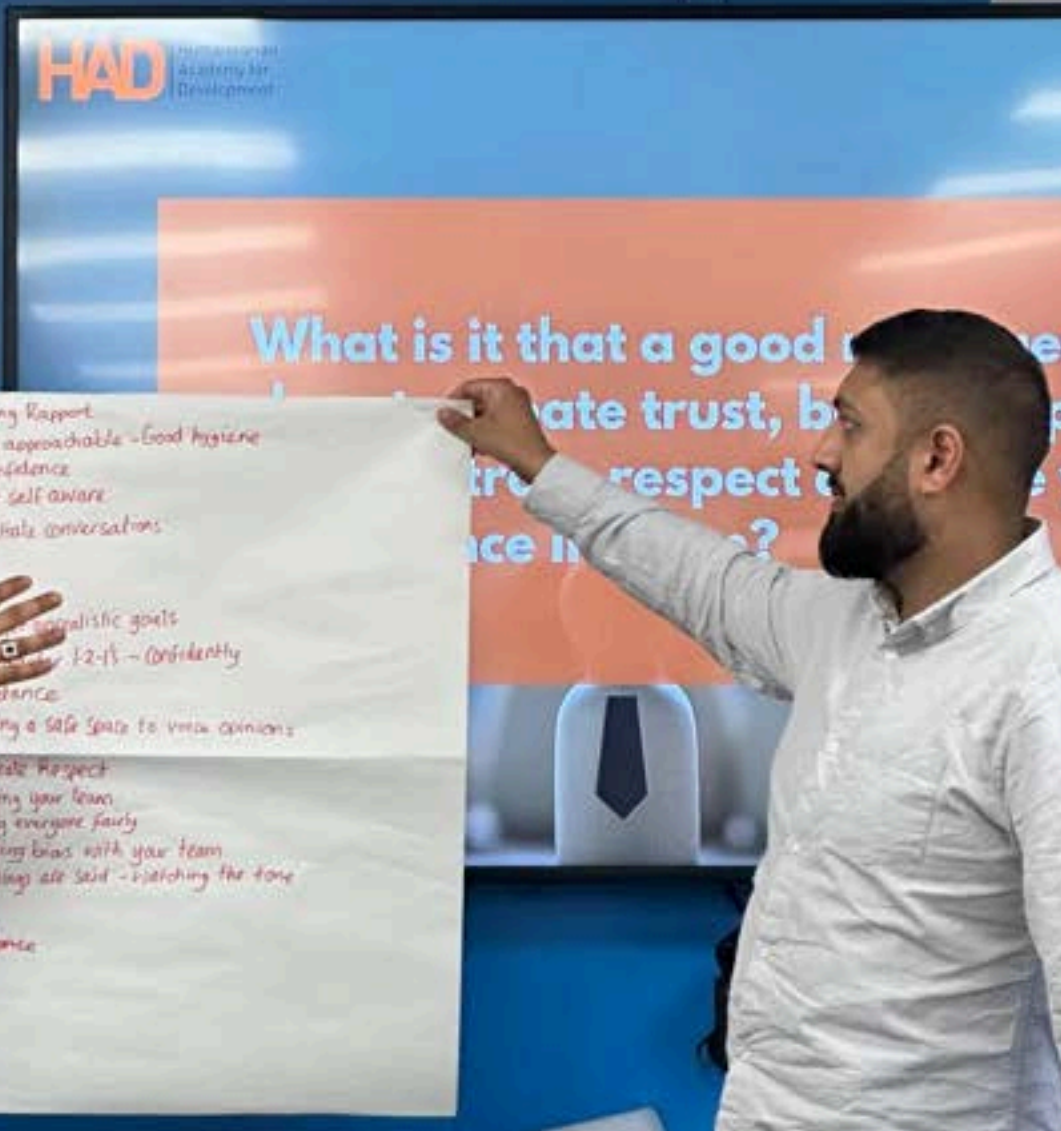
14
Participants attended

A total of 14 country directors took part in this training.

JO
Amman, Jordan

The training was delivered in Amman, Jordan.

purpose
trust and
with excellence,
s to
s to a



① Building Rapport
 - Be approachable - Good hygiene
 - Confidence
 - Be self aware
 - Initiate conversations

② Demonstrate Respect
 - Selecting your team
 - Treating everyone fairly
 - Not being bias with your team
 - How things are said - watching the tone

③ Confidence

What is it that a good manager...
 ...ate trust, b...
 ... respect...
 ...ce in...?

CAPACITY BUILDING OF ISLAMIC RELIEF WORLDWIDE

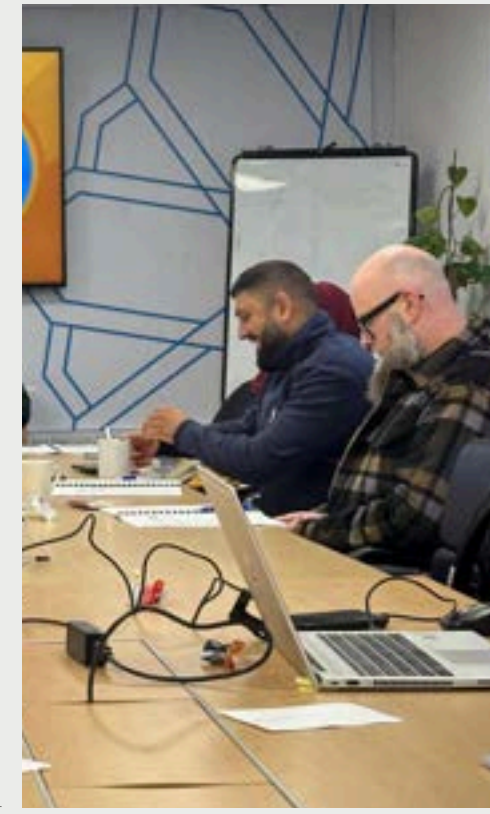
Aspiring Manager's Programme (AMP)

In December, 14 participants from Islamic Relief UK, Islamic Relief Pakistan, and Islamic Relief Jordan gathered in London for the Aspiring Manager's Programme (AMP). Over 4 dynamic, interactive days, the training focused on acquiring and enhancing the key skills needed for both aspiring and new managers.

Attendees immersed themselves in a range of topics, from developing emotional intelligence through understanding ego and unconscious bias, to personal development planning, setting effective goals, and mastering successful meeting strategies.

They also explored key concepts around personal and organisational values, different learning styles to build rapport with colleagues, and the importance of creativity in problem-solving, critical thinking, and decision-making.

The programme offered a valuable opportunity for participants to step outside their comfort zones, as well as network and connect with peers they often collaborate with remotely.



Strengthening Our Managers Worldwide

4
Days of training

This training consisted of 4 days of training.

14
Participants attended

A total of 14 participants completed this training.

UK
London, UK

This training was delivered in London, UK.



Hf Ujb 'h Y' Hf Ujb Yf'

HAD held its final Train the Trainer (TTT) session in December, led by our excellent trainers. Over 4 days, 8 participants walked in as learners and walked out as trainers, ready to share knowledge and inspire others.

These included accommodating for different learning styles, deploying appropriate multimedia and learning platforms, effective presentation designs, and utilising engaging activities.

Train the Trainer provides the foundations in understanding how to become an assured, competent and qualified trainer, equipping participants with essential skills to prepare and deliver engaging training.

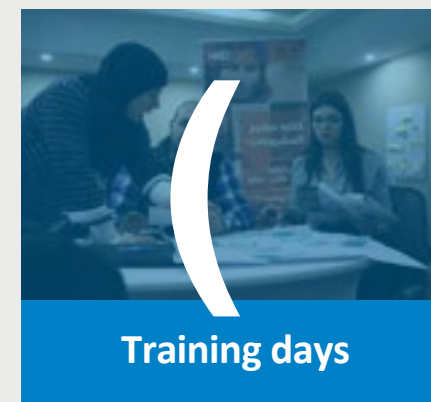
At the culmination of the course, each participant facilitated a training session on their subject matter expertise, showcasing the skills they had developed.



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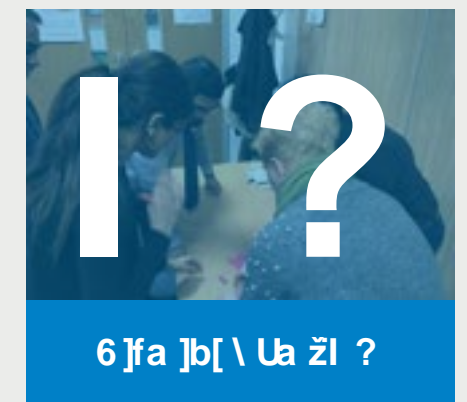
Training days

This training consisted of 4 days of face-face training.



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A total of 8 participants completed this training.



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The training was delivered in the UK.

Paid Internship Scheme

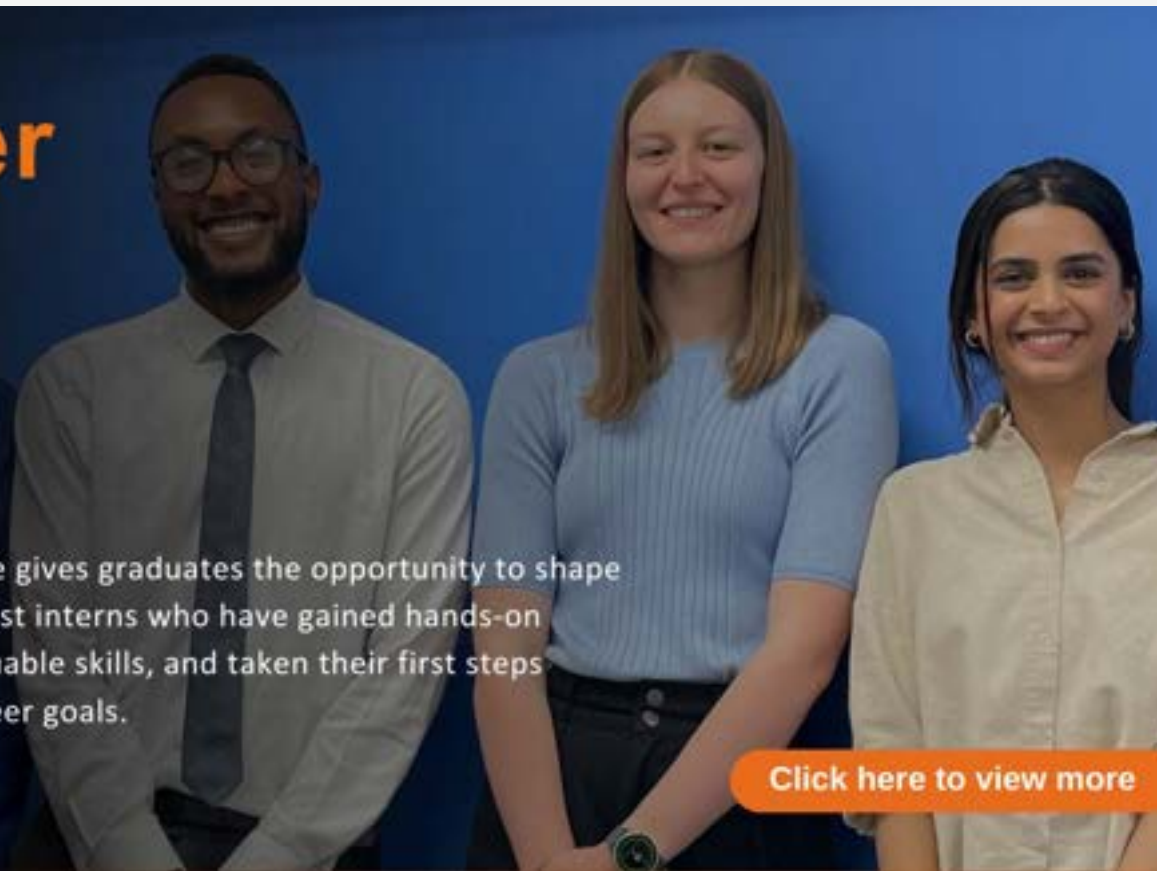
This year, HAD launched its new six-month paid internship scheme and has so far successfully placed 7 talented individuals in various departments across Islamic Relief Worldwide.

Recognising the barriers facing those looking to break into the humanitarian sector, the scheme offers work-based learning opportunities for dynamic and enthusiastic graduate and postgraduate students, offering valuable insights into how development organisations function. Interns are assigned to an appropriate department and offered a combination of practical work assignments and comprehensive training activities, equipping them with skills for entry-level jobs in the sector.

The first cohort of paid interns include Faghia Mehmood, who joined the MEAL department having completed her undergraduate degree in Biology and her master's in Environmental Policy and Resource Management, which she is eager to incorporate into her work in the development field. She says:

"I came to this internship keen to learn more about the humanitarian and development sector and it has been a fascinating experience! In terms of responsibilities, as part of the MEAL team I have been supporting in the background with keeping the projects database up to date and overseeing one of the mailboxes while we transition to a new project data management system called the GPMS. I will also be helping to design the interactive FALAH Graduation Model centre for excellence on the organisation's intranet. So far, I have enjoyed the variety of tasks and exploring new topics that I didn't know much about before. And I'm looking forward to the rest of the internship."

Discover
more about our
paid internship
scheme



Our paid internship scheme gives graduates the opportunity to shape their careers. Hear from past interns who have gained hands-on experience, developed valuable skills, and taken their first steps toward achieving their career goals.

[Click here to view more](#)

Other News & Events

IQRA takes off: Over 11,000 Courses Completed Globally!

Since the launch of our innovative Learning Management System, IQRA, in January 2024, engagement has soared to impressive heights. To date, 2,437 users have logged onto the platform, and a staggering 11,964 courses have been completed worldwide!

Beyond mandatory training, here are the latest stats showcasing the top 10 most popular courses outside of Islamic Relief's mandatory training:

Selfguarding	239
Orphan Sponsorship Programme Awareness Module	166
Understanding Conflict and Social Cohesion	159
Gender Justice	151
An Introduction to Proposal and Report Writing	129
An Introduction to Crisis Management	121
Accountability and Learning	115
Programme Lifecycle	112
Introduction to History of Humanitarianism	110
Introduction to the Core Humanitarian Standard (2014)	108

Our top engaged countries on IQRA are **Bangladesh, Pakistan and Afghanistan**, demonstrating a strong commitment to continuous learning and professional growth.



TriM Training in Türkiye

In November, HAD delivered its new Resilience, Stress Management, and Trauma Risk Management (TriM) training programme in Gaziantep, Türkiye.

Conducted over 5 days in collaboration with Save the Children's Humanitarian Leadership Academy (HLA), this training gave participants working with local non-governmental organisations (NGOs) a rare opportunity to dive deeply into mental health, where they learned practical tools to identify and manage stress and trauma and undertook a 'training of trainers' to enable them to convey their new knowledge and skills to their colleagues.'

KPI Training in South Africa

In September 2024, HAD contributed to the delivery of KPI (Key Performance Indicator) and Results-Based Management training in Cape Town, South Africa. Over the course of a learning day, 20 participants from the Country Office senior staff received guidance on identifying key priorities, setting relevant KPIs, and developing strategies to effectively monitor these KPIs. The training also focused on motivating staff to drive performance and achieve desired outcomes.

Volunteer Leadership Programme (VLP)

As part of the Volunteer Leadership Programme (VLP), HAD recently held a 1-day training session for 13 Islamic Relief volunteers on conflict and stress management.

The session equipped volunteers with practical tools for managing conflict in the workplace through interactive role plays and discussions on effective strategies for resolution. Read more about this programme [here](#).

Corporate Induction

In November, HAD hosted Islamic Relief's second Corporate Induction of the year and warmly welcomed 18 new starters to the organisation.

Participants had the chance not only to meet and network with their new colleagues, but also key senior members of Islamic Relief such as the CEO and the Board of Directors. These 2 days were filled with insightful discussions on how the organisation operates both on an internal level and across the wider humanitarian sector, as well as how Islamic Relief projects have impacted communities all over the world.



WHAT'S NEXT - UPCOMING PROJECT

Phase II of Capacity Building for Local NGOs in Yemen

HAD has recently launched Phase II of its 'Capacity Building for Local NGOs in Yemen' project, with the first project activities anticipated to begin in the first half of 2025. Working with 20 local non-governmental organisations (LNGOs) previously trained under Phase I, the project has the ultimate goal of enhancing the capacity and resilience of current/potential local implementing partners of Islamic Relief Yemen. It will do so by providing these LNGOs with a range of targeted capacity building initiatives including trainings, coaching and mentoring sessions, and facilitation of CHS Alliance membership, with 8 of the LNGOs being selected to receive small grants and implement projects falling under Islamic Relief Yemen's thematic areas of focus. The project will culminate in the establishment of new partnership agreements between 5 LNGOs and Islamic Relief Yemen, selected according to their implementation capacity and compliance with Islamic Relief standards.





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 to fill out the enquiry form.

2024

*HAD led the way:
Transforming humanitarian response in 2024 and beyond*

In 2024, the Humanitarian Academy for Development (HAD) achieved remarkable milestones in strengthening the global humanitarian sector.

Through our specialised training programmes, we empowered over 2,000 humanitarian workers with essential skills and tools to respond effectively in war zones and disaster-affected regions as well as self-development. From capacity-building workshops to leadership and governance development, our initiatives equipped frontline responders to tackle complex challenges, ensuring timely and impactful aid delivery to those in need.

As we look to 2025, HAD is set to elevate its impact with innovative training programmes and learning products. By championing resilience, innovation, and collaboration, HAD continues to shape a stronger, more prepared humanitarian workforce worldwide.

Join us in making a lasting impact on the global humanitarian sector. Your donation helps HAD extend its reach, equipping countless frontline responders with the skills and tools they need to save lives and bring hope to communities in crisis.

By supporting HAD, you're investing in a more prepared and resilient humanitarian workforce. Together, we can respond to disasters, rebuild lives, and create lasting change.

Donate today and be a part of the solution!



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.

Muhammad, peace be upon him, said: "When a man dies his deeds come to an end except for three things: Sadaqah Jariyah (ceaseless charity), a knowledge which is beneficial or a virtuous descendant who prays for him (for the deceased)." (Muslim)

قال محمد ﷺ: "إذا مات الإنسان انقطع عمله إلا من ثلاثة: صدقة جارية، أو علم ينتفع به، أو ولد صالح يدعو له."

Help us empower humanitarians: Your donation enables us to expand our reach, providing essential training and resources to those dedicated to helping others. Support our mission to spread vital knowledge and skills within the humanitarian sector. Together, we can make a greater impact.

DONATE NOW





STRENGTHENING THE HUMANITARIAN & DEVELOPMENT SECTOR WORLDWIDE



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