Who should attend

Senior managers, heads of departments, project managers and project coordinators/team leaders and potential project managers of the Organization.

MANAGEMENT & LEADERSHIP SKILLS

Effective humanitarian response and development programming require effective leadership. The ability to lead teams and organizations is an essential skill to improve team and organizational performance. The course will provide participants with an overview of leadership models and how they can be applied in humanitarian work. It will also look at developing essential skills of good manager, able to understand the team dynamics, engage and motivate their teams and minimize conflicts. The course will allow participants to identify and begin to practice effective leadership skills.

Training Methodology

The course is based on a participatory, active learning approach, with an emphasis on critical reflection and peer-to-peer learning. Current analyses and case studies of leadership in the humanitarian and development sectors will be explored and discussed. Participants will be asked to actively take part in group work and discussions as well as to work with trainers to prepare individual course work, with the aim of setting up their own targets and development plans.

Course objectives

By the end of the course the participants will:

- Understand the need to take personal responsibility for leadership
- Understand the dimensions of behavioral styles and models of leadership
- Understand their role as a leader and manager
- Be able to Identify competencies of effective managers
- Understand how to analyze resources & competencies
- Recognize the difference between ineffective and effective teams
- Learn how to build a high performance team
- Devise a strategy to manage and motivate team through the stages of development
- Understand and apply methods of dealing with conflicts between team members
- Understand the importance of networks and communication
- Explore and learn how to become an innovative leader

RASIL Consultant Services & Solutions

LEADERSHIP

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Understand
...the dimensions of behavioral styles and models of leadership

Recognise
...the difference between ineffective and effective teams

Learn to
...devise a strategy to manage and motivate team through the stages of development

MAIN TOPICS

- Strategic thinking and planning
- The principles of managing change
- Effective leadership
- Creative problem solving
- Aspects of teamwork
- Motivating yourself and others
- Managing conflict
- Dealing with difficult staff

Course Ref	RA009
Number of participants	20
Duration	Three days
Documentation/Certification	Certificate of Training by RASIL-International Humanitarian City and KDC