APPENDIX 1: TERMS OF REFERENCE

Terms of Reference – Leadership programme development – 30/11/2021

Leadership Programme, Asia-MENA regional team.

1. Background

In the setting up of the new Asia-MENA region it has been identified that there has been little, to no investment in the leadership development of our country directors ad senior programme staff. Considering the vast dynamic shifts globally, contextually and even internally in Alert, it feels essential to invest in resilience, coaching, skills building and a peer-to-peer approach to leadership. As part of the Asia-MENA annual plans for 2022 we identified the following intended change which is the basis for this ToR and piece of work to be conducted:

Staff in the region feel supported in their wellbeing and managers are enabled and supported to provide meaningful support to their teams.

The leadership programme we will be look to roll out will focus on emerging forms of leadership that centre wellness, balance, courageous decision making and founded on principles of diversity, equity, inclusion and belonging. The programme should be based on a group coaching methodology,

2. Objective of the assignment

- The key objective of this assignment is over Dec - Jan 2021, to design the programme process and framework for delivering the leadership programme from Feb-July 2022.

3. Timing and duration

- Dec 2021 - July 2021
- Specifics of programme timings will be agreed in co-creation with the regional director

4. Methodology

- The consultant will create the design and framework in liaison with the Regional Director.
- Consultant will deliver a mixed method leadership programme including individual coaching/mentoring, peer-to-peer group coaching and direct content

5. Deliverables

- Programme design by Dec 24th 2021.
- Plan for full programme delivery by Jan 31st 2022