



# Emergency Team Leader Training

**Course length:** 7 days face to face and pre-training preparation activities

**Language:** All applicants must be fluent in both spoken and written English.

**Participants:** Up to 25 participants nominated by their National Societies to be available to deploy, support and deliver future missions.



October 2012

IFRC Team Leader Competency Framework is informed by the work of various RC/RC, IASC, CBHA and ETLF.

## Overview

Since the 1990s, the International Federation of Red Cross has developed various tools for disaster response that form key elements in the Federation’s coordinated, multi-lateral response to sudden and slow onset disasters. These environments tend to be large scale, complex, fast moving, and require skilled communication in a pressure filled environment. In order to ensure a fast and effective response to disasters with a multifaceted and flexible approach to emergencies and a good working relationship between the different disaster response tools, the Federation wishes to strengthen the team leader skills among its experienced disaster managers as well as increase the number of trained team leaders.

## About the course

Research has shown that one of the most crucial elements of an effective emergency response is exceptional leadership. The humanitarian community and the Red Cross and Red Crescent Movement are recognizing the importance, as well as the challenges in identifying, cultivating and supporting these leaders for the complex environment in which they work.

The Federation's Disasters, Climate and Crises (Prevention, Response and Recovery) Department has developed a course focused on a range of competencies required of its emergency team leaders. Rather than a technical training, this course will focus, primarily, on strategic, operations management, and relational elements of leadership and also include some elements of Red Cross/Red Crescent specific systems and procedures required of FACT, RDRT and ERU team leaders.

## Course Objectives and Content

- To enhance the existing pool of trained emergency team.
- To enhance the collaboration and effectiveness of different response tools in the field.
- To continuously improve its design through participant feedback.
- To focus on a range of leadership competencies including relational, strategic, and operational and strengthen skills of the participants in these areas below.
- Relational Competencies including self-awareness, effective communications, situational leadership, conflict management and negotiation, and motivation and influence.
- Strategic Competencies including assessment, analysis, decision making, direction setting, planning and coordination.
- Operations Management including meeting operational objectives, team skill diagnosis, team management, and information management.
- Awareness raising topics related to Red Cross/Red Crescent Movement Systems and Administration.

## Methodology

- Pre-course reading and activities.
- Role plays and teamwork with rotating roles
- Use of relevant field emergency examples and case studies.
- Participants experiences actively sought and used as teaching resources.
- Variety of experiential learning methodologies including self-reflection, videos, individual and group work and discussions,
- Mentoring by a learning focal point assigned to each participant and post-training feedback sent to the sending NS.

## Participants and Profile

**Up to 25 current or potential team leaders with the following pre-requisites**

- Relevant field emergency response experience including RC/RC emergency field mission.
- BTC or WORC & IMPACT trained.
- ERU, RDRT, FACT or CAP trained and deployed
- Technical & sector competence and experience
- Completed list of minimum training required for IFRC Rapid Response personnel.
- Project cycle management and planning.
- Relevant knowledge exposure including disaster management framework, disaster hazards and consequences, humanitarian structure, and humanitarian standards.

In addition, demonstrated personal traits and behaviours appropriate for emergency team leader role including:

- Demonstrated Red Cross/Red Crescent principles and values.
- Flexible, adaptable, and comfortable with ambiguity.
- Sensitive to individual and cultural differences.
- Effective work and support of others in high stress and changing environments.
- Willingness and ability to both lead and follow.
- Comfortable to supervise, manage, coach and provide feedback.
- Proven conceptual, problem solving, decision making, analytical skills.
- Effective written and spoken communication and presentation skills in English.
- Diplomatic skills.

## Application

Applicants must be nominated by their NS/IFRC office.

Applicants shall complete an application form.

Applications should be received by IFRC Disaster Response Training Team by 9<sup>th</sup> of January 2022.

For info and questions please contact: [surge.learning@ifrc.org](mailto:surge.learning@ifrc.org)