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United Nations Institute for Training and Research



Singapore  
International  
Foundation

## 2009 UNITAR Hiroshima Fellowship for Afghanistan

### *Study-trip to Singapore*

***Workshop I: Leadership and Organizational Development for Performance and Results,  
and***

***Workshop II: Project Planning and Proposal Writing  
Organized jointly with the Singapore International Foundation***

**24 July – 1 August 2009**

## INFORMATION NOTE

### INTRODUCTION

The *UNITAR Hiroshima Fellowship for Afghanistan* is a long-term initiative aimed at building leadership and management skills and providing technical and institutional support to a core group of senior Afghan government officials, academics, and practitioners. The programme hopes to contribute substantively to existing efforts in Afghanistan, and is structured around four main elements – Fellows, Mentors and Coaches, Team projects and a combination of different training methods (i.e. distance learning tools plus on-site instructor-led workshops.) The 2009 Cycle was launched in May with an Orientation Workshop in Kabul.

The Singapore Study trip is a new development for the 2009 Cycle which will provide an opportunity to expose Afghan Fellows and Coaches to Singapore - its society, culture, science and technology as well as the history of its unique path of development. Workshop I of the Cycle, entitled *Leadership and Organizational Development for Performance and Results*, aims at helping Fellows understand the concept of how sound leadership and planned organizational development can maximize performance and produce desired results. It also aims to support Fellows to develop team projects addressing the common needs of their organizations, while enhancing their understanding of the obstacles and opportunities in the organization development and change process. Workshop II, entitled *Project Planning and Proposal Writing*, aims to equip participants with basic knowledge of project planning and raising sponsorship and financial support for projects within organizations and from external stakeholders. This skills-training offered in the workshop facilitate the Fellows' work on their team projects as well. In addition to the two workshops, joint working sessions on Coaching with Fellows, Coaches and Mentors will be organized in order to strengthen understanding between group members and create a better learning environment for all. The further session on team challenges will help groups to improve their communication levels and expertise in teambuilding.

The workshops will be attended by some seven experts from around the world. Dr. Lorne Jaques of the University of Calgary, Canada, Dr. Michael Fors of Microsoft Corporation, USA, and Dr. David Eaton of the University of Texas at Austin, USA, will be the lead resource persons. They will be supported by a graduate of the Fellowship and a Fellowship Resource Person, Mr. Najib Rahman Sabory of Kabul University.

The Singapore Study trip and Workshops are jointly organized with UNITAR's partner the Singapore International Foundation (SIF).

### OBJECTIVES

The objectives of the workshops are:

- to enhance participants' understanding of leadership and organizational development as tools for maximizing performance within organizations;
- to review Fellows' assignments and assess their progress;
- to assist participants in developing their team projects.
- to enhance participants' understanding of project planning;
- to introduce participants to skills in proposal writing;
- to create a better understanding between Fellows, Coaches and Mentors;
- to enhance skills in coaching and team development.

### ORGANIZATION AND METHODOLOGY

The ten-day study trip includes two intensive hands-on workshops and meetings with academics and experts from various fields, as well as study visits to cultural sites, public welfare facilities and institutions in Singapore. The workshops and sessions on team development are intensive and interactive events and require Fellows to work in groups on exercises assigned by resource persons. Multiple training methodologies such as case-studies, after-action review, peer review during sessions and in follow-up, debriefings and group work, and role playing are used. **Fellows are also given an opportunity to receive feedback on the assignments submitted to date, and will be debriefed on assignments and requirements to qualify for the final workshop to be held in Hiroshima in November.**



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**PARTICIPANTS**

The workshops are specifically designed to meet the needs of the Fellows and Coaches (from the public, non-profit and academic sectors) of the 2009 UNITAR Fellowship for Afghanistan.

**WORKING LANGUAGE**

The workshops will be conducted in English.

**DATES AND VENUE**

The study trip and workshops will be held in Singapore, from Friday, 24 July to Saturday, 1 August 2009 inclusive.

For any questions please contact Ms. Humaira Kamal at [humaira.kamal@unitar.org](mailto:humaira.kamal@unitar.org).