10 Training Young Leaders

Background

The PASSIA project *Training Young Leaders* aims to provide training seminars for Palestinian mid-career professionals and practitioners from a range of NGOs or government and private sector organizations that help them to deal more effectively with the tasks and specific problems ahead. The overall goal is to prepare future leaders to promote public needs rather than political favors, understand the breadth of perspective on issues, assume responsibility and exercise sound decision-making.

For each leadership seminar implemented under this project PASSIA is advertised in the local press and an external examiner interviews a short-list of candidates and selects 15-20 participants. During the subsequent reading period the selected participants familiarize themselves with basic course materials provided by PASSIA and prepare a short paper related to the subject matter.

The actual seminars last four days, during which lecturers are given by local and foreign experts and a background on the concepts methods, styles and applications of leadership are established, incl. enhancing the participants' communication, team-building, and problem-solving skills. Each of the courses then focuses on a certain sub-issue, as outlined below.

During 2005, PASSIA implemented two such sources, one focusing on the Public Policy Leadership, the other on Leadership and Political Parties.

Training Programs

■ Public Policy Leadership

The PASSIA Training Program on *Public Policy Leadership* established a general introduction in the field of leadership in various aspects and imparted knowledge on policy-making and public policy processes (players, roles, issues, etc.).

By the close of the program the participants had an increased understanding of how to lead and manage people, how to effectively motivate others and delegate tasks, and how to use the newly learned tools to improve the performance of organizations and further their goals.

Lecture Program

DAY ONE:	Saturday, 19 March 2005

9.30-10.30 Welcoming Address/Opening Remarks: The Concept of Leadership in the Arab World **Dr. Mahdi Abdul Hadi**, *Head of PASSIA, Jerusalem*

Nadia Najjab

10.30-11.30 Psychology of Leadership I (leadership types, various personalities, convincing others, leaving an impression, understanding what makes a leader / leadership in cultural and situational contexts) **Dr. Nadia Najjab**, *Assistant Professor, Department of Education and Psychology, Birzeit University*

11.30-11.45 Break

11.45-12.30 Psychology of Leadership contd. **Dr. Nadia Najjab**

12.30-13.30 Lunch

13.30-16:30 Participants' Assignment ("*Discuss with reference to the pre-course reading and your personal experience what - in your opinion - makes a leader and give an example/examples from Palestine or the Arab World*") Presentation & Discussion, with **Dr. Mahdi Abdul Hadi**

DAY TWO:	Sunday, 20 March 2005

9.15-10.45 Decision-Making and Supervision Skills I (taking charge, delegating work, motivating others) **Dr. Asma Imam**, *Project Manager, East Jerusalem Hospitals Coordination Project, Welfare Association / Lecturer, Health Management, Al-Quds University, Jerusalem*

Asma Imam

10.45-11.00 Break

11.00-12.30 Decision-Making and Supervision Skills II (chairing meetings, building and working in teams, negotiating skills) **Dr. Asma Imam**

12.30-13.30 Lunch

13.30-15.00 Leading and Managing People: Communication and Problem Solving Skills **Dr. Asma Imam**

DAY THREE: **Monday, 21 March 2005**

9.15-10.45	Policy-formulation/policy-making processes (identifying/addressing/managing public policy issues) **Dr. Ali Jirbawi**, *Professor of Political Science, Birzeit University*
10.45-11.00	Break
11.00-12.30	Players & their roles in the policy process (Interest Groups and Lobbyists; Legislative and Executive; Administration; Courts) **Dr. Ali Jirbawi**
12.30-13.30	Lunch
13.30-16.00	Exercise with **Dr. Mahdi Abdul Hadi**

DAY FOUR: **Tuesday, 22 March 2005**

Jamal Shobaki

9.30-11.00	Policy-Making: A Case Study from the Government/ Public Sector **Jamal Shobaki,** *PLC Member, Hebron Constituency*
11.00-11.15	Break
11.15-12.45	Creating/influencing public opinion (with exercises) **Omar Barghouti**, *Independent Political and Cultural Analyst*

Omar Barghouti

12.45-13.30	Lunch
13.30-15.00	Creating/influencing public opinion, contd. **Omar Barghouti**
15.00-16.00	Wrap-Up

Participants

A'raj, Mohammad (Tulkarem)
• Director, Psychology Department, The Family Counseling & Support Center, Nablus

Abu 'Arqoub, Ghadah (Hebron)
• Head of the Vanguards (Tala'e) Section, Ministry of Youth and Sport, Hebron

Abu Asab, Ya'qoub (Jerusalem)
• Public Relations Director, Iqra' Institution, Jerusalem

Daraghmah, Amneh (Jenin)
• Advisor for Environmental Awareness, Environmental Quality Authority, Jenin

Dwaik, Ammar (Hebron)
• Chief Electoral Officer, Central Elections Commission, Ramallah

'Elawie Abdallah (Ramallah)
• Vice President for Drugs Control Section, Palestinian Police, Ramallah

Abu Issa, Nabeela (Ramallah)
• Director for Employment Affairs, Higher Committee for Security Negotiations, Ramallah

Al-Jamal, Mahirah (Beit Sahour)
• Department Director, Bethlehem Directorate for Youth & Sport

Jamous, Hannan (Nablus)
• Women's Development Counselor, Ministry of Social Affairs, Nablus

Khalaf, Firas (Ramallah)
• Coordinator, Belgian Project, Palestinian Peace Coalition, Ramallah

Khalil, Qais (Ramallah)
• Director, Directorate for Universities, Institutions, Colleges & Schools, National & Political Guidance Commission, Ramallah

Al-Lahham, Mohammad (Bethlehem)
• Administrator, Employees' Affairs, Al-Quds Open University, Bethlehem

Musleh, Haya (Ramallah)
• Section Director for Ministers' Affairs, Prime Minister's Office, Ramallah

Qeshawi, Thuqan (Ramallah)
• Project Coordinator for Youth Programs, American Friends Service Committee - Quaker Palestine Youth Program, Ramallah

Sa'di, Baha'Eddin (Nablus)
• Director of the Nablus Office, Palestinian Independent Commission for Citizens' Right (PICCR), Nablus

Shaheen, Nasim (Ramallah)
• Researcher, Monitoring, Human Rights & Public Freedoms Committee, PLC, Ramallah

Shaheen, Rima (Jerusalem)
• Social Worker, Program Coordinator & Trainer for Youth, As-Sadiq At-Tayeb Society for the Rehabilitation of Drug Addicts, Jerusalem

Wahdan, Abdul Muniem (Ramallah)
• Director, Youth Exchange Department, Ministry of Youth and Sport, Ramallah

Z'oul, Lo'ay (Bethlehem)
• Director, Bethlehem Office, Fateh Youth Organization (Al-Shabibah)

■ Leadership & Political Parties

The PASSIA Training Program on *Leadership and Political Parties* established a general introduction in the field of leadership in various aspects and imparted knowledge on Palestinian political parties as well as the party system and law and examine leadership and other requirements for the future political landscape in Palestine.

By the close of the program the participants had an increased understanding of how to lead and manage people, how to effectively motivate others and delegate tasks, and how to use the newly learned tools to improve the performance of political parties and further their goals.
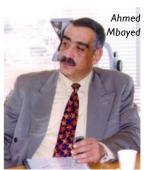
Lecture Program

DAY ONE:	Monday, 12 December 2005
9.30-10.00	Welcoming Address / Opening Remarks **Dr. Mahdi Abdul Hadi**, *Head of PASSIA, Jerusalem*
10.00-11.30	Psychology of Leadership I (leadership types, various personalities, convincing others, leaving an impression, understanding what makes a leader / leadership in cultural and situational contexts, leadership ethics) **Dr. Mahmoud Baidoun**, *Psychologist and Clinical Supervisor, Ramallah*
11.30-11.45	Break
11.45-13.00	Psychology of Leadership contd. **Dr. Mahmoud Baidoun**
13.00-14.00	Lunch
14.00-15:30	Party Law in Palestine **Naim Salameh**, *Palestinian Central Election Commission, Ramallah*

Naim Salameh

DAY TWO: **Tuesday, 13 December 2005**

Ali Jirbawi

9.15-10.45   The Concept of Leadership
Dr. Ali Jirbawi, *Professor of Political Science, Birzeit University*

10.45-11.00   Break

11.00-12.30   Party organization and strategy (political platform, campaigning, membership recruitment, financing, media relations, coalition building)
Dr. Ali Jirbawi

12.30-13.30   Lunch

13.30-15.00   Decision-Making and Supervision Skills I (taking charge, delegating work, motivating others, chairing meetings,)
Imad Jarbawi, *Instructor, Business Administration Department, Birzeit University*

Imad Jirbawi

DAY THREE: **Wednesday, 14 December 2005**

9.15-10.45   The Background and Development of the Palestinian Political Parties
Ahmed Mbayed, *Judge*

Ahmed Mbayed

10.45-11.00   Break

11.00-12.30   Palestinian Political Parties - Past, Present and Future
A discussion with **Ahmed Mbayed** and **Dr. Mahdi Abdul Hadi**

12.30-13.30   Lunch

13.30-15.00   Decision-Making and Supervision Skills II
(team work, negotiating and problem-solving skills)
Imad Jarbawi

DAY FOUR: **Thursday, 15 December 2005**

9.15-10.45   Political Party Leadership: The Experience of Palestinian Parties, incl. Arab
Parties in Israel
Mohammed Barakeh, *MK - Hadash Party*

10.45-11.00   Break

11.00-12.30   From the Idea to the Movement or Party: How to draft a political platform,
prepare campaigns, recruit members, organize finances, deal with media,
pass messages etc.
Khaled As-Seifi, *Mubadara*

12.30-13.30   Lunch

13.30-14.30   Future Leadership Imperatives for Political Parties in Palestine
Dr. Mahdi Abdul Hadi, *Chairman of PASSIA*

14.30-15.30   Wrap-Up

Participants

Al-Ahmad, Nour (Jenin)
- Employee in Human Resource Center, Arab American University, Jenin

'Ajaj, 'Ajaj (Ramallah)
- Director, Coordination & Follow-up Section, Ministry of Social Affairs, Ramallah

Fataftah, Mahmoud (Ramallah)
- Director, Asharaf Office for Journalism & Research, Ramallah

Hashlamoun, Jamil (Jerusalem)
- Director, Parties Department, Ministry of Interior, Abu Dis, Jerusalem

Al-Hillo, Ra'ed (Ramallah)
- Film Director, Ramallah

Mansour, Basil (Ramallah)
- Project Coordinator, Bisan Center for Research & Development , Ramallah

Qawasmi, Rami (Hebron)
- Doctor, Private Clinics, Hebron

Ramahi, Maysoun (Ramallah)
- Head, Al-Khansa' Women's Association, Ramallah

Seif, Amal (Ramallah)
- Deputyship of the Personal Status Law in the Shari'a Courts, Diwan Qadi al-Quda, Ramallah

Shahin, Ashraf (Bethlehem)
- Head, Italian Palestinian Cultural Point, Bethlehem

Zubidat, Hani (Ramallah)
- BA, Law, An-Najah National University, Nablus