

ORGANIZATIONAL OVERVIEW

Right to Play (RTP) is a global organization that uses the transformative power of play to educate, Protect and empower children facing adversity. We were founded in 2000 by Johann Olav Koss, social entrepreneur and a four-time Olympic gold medallist.

Right To Play Lebanon works on the following objectives:

- Enhancing the quality of education for boys and girls (6-12 years) in Lebanon
- Improving the quality of formal and non-formal education for Syrian refugee and host community children (12-17 years) to provide positive learning environments and increase retention in formal education.
- Provide youth with the necessary skills to better equip themselves to access the job market and mitigate risk factors impacting their lives.

Right to Play Lebanon seeks a dynamic consultant to provide staff-care, coaching and support to the team while creating a space for individual reflections, and group interactions leading to learning and personal development.

This consultant will be conducting sessions for professionals and managers who work with vulnerable communities and who have expertise in delivering life skills trainings and coaching different partners, teachers and coaches.

1. Objectives

The aim of this consultancy is to enhance the professional and personal development of the senior management team members in the organization. These individuals hold important management and leadership roles, and the training to be provided will help them to achieve the following:

- **Strategic Leadership:** Provide the SMT members with insight on effective strategic thinking, planning and decision making.
- **Talent Management:** Help the SMT to create a culture of continuous learning and professional development, in an effort to attract and retain top talent.
- **Team Development:** Support SMT with tools that help them promote a collaborative and positive culture
- **Conflict Resolution:** Equip the SMT members with conflict resolution skills that enable them to address challenges in a constructive way and model a positive example for the team.
- **Personal Development:** Provide personal development training that is related to self-awareness, emotioznal intelligence, time management, stress reduction and encourages work-life balance
- **Change Management:** Help the team learn how to adapt to new changes and be flexible

- **Negotiation Skills:** Provide training on the skills and behaviours required for effective negotiation, built on trust and positive relationships.
- **Ethical and Moral Leadership:** How to demonstrate fairness, justice and be decisive in decision-making, and show empathy in interactions.
- **Self-Evaluation and Related KPIs-** Learn to establish personal KPIs to effectively assess personal development and learning outcomes.

2. Responsibilities, tasks, and deliverables

- Conduct a needs assessment by engaging different stakeholders, such as employees, managers, SMT members, to ensure a holistic understanding of the training needed in relation to leadership, management and team dynamics
- Design and tailor the training program based on the needs assessment
- Conduct training sessions considering an interactive and participatory learning approach that includes discussions and sharing of experiences
- Gather feedback from participants to adapt the training method according to the participant needs and improvement
- Provide individual coaching sessions to participants, and guidance on personal development and setting related goals
- Develop post session action plan for participants to continue to integrate learnings
- Develop an action plan and successfully reach the objectives of this plan
- Report on progress, while maintaining confidentiality, to CD/People and Culture Specialist

3. Deliverables

#	Activity	Methodology	Objectives
1	<i>Needs assessment</i>	Participant approach by engaging different stakeholders, such as employees, managers, and SMT members.	Ensure a holistic understanding of the training needed in relation to leadership and positive behavioural change
2	<i>Provide Training and Coaching sessions</i>	The sessions should be conducted based on the needs identified in phase 1	Participants will be able to: <ul style="list-style-type: none"> • Gain new skills that help them achieve the key objectives outlined in the objectives section

			<ul style="list-style-type: none"> • Enhance and adjust their behaviours and decision-making in response to changes and critical actions. • Improve the culture and the group dynamic by equipping the participants with skills that enable them to foster a positive and inclusive environment • Set a personal action plan that help the participants promote a more collaborative and positive culture
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4. Time Frame

Activity	Deliverable	No of working Days	Date of completion
<i>Needs Assessment</i>	<ol style="list-style-type: none"> 1. Needs assessment report 2. Action Plan 	TBD	TBD
<i>Group training and coaching session</i>	General report including the methodology used, challenges, lessons learnt, general observations, and recommendations	TBD	TBD

<i>Follow up on the action plan</i>	Plan to follow up with the participants on the individual action plans developed	<i>TBD</i>	<i>TBD</i>
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5. Qualifications of the consultant

Essential experience:

- The consultant should have experience in leadership training and development, senior management/executive coaching, ideally with a focus on multi-functional senior management teams.
- A minimum of 10-15 years of experience in leadership training, organizational development, management coaching or a related field is generally recommended.

Competency profile:

- In-depth knowledge of leadership theories, methodologies and practices including transformational leadership, EI and change management
- Proficiency in behavior modification techniques
- Excellent Communication and facilitation skills
- Deep understanding of cross-cultural dynamics
- Skilled in using data and assessment to identify areas for improvement

Key Working Relationships:

- People and Culture Specialist, Country Director

6. Proposal submission

Interested applicants are requested to submit the following documents:

- Proposal of the training including – Updated Resume, suggested approach, methodology,
- Financial proposal (attached as PDF) should be signed and stamped in USD / TTC
- MOF Registration and legal permits (If available/ if not available a 7.5% of the total amount will be deducted)

Please send your proposal for the “**Senior Leadership Development Consultant**” to the below email address:

lbprocurement@righttoplay.com

Offers must be (signed and stamped with the name of the Company, Proposal title and reference).

For inquiries kindly send them to the below email addresses before Monday, 25th September 2023. Inquiries after this date will not be considered.

Rayane Tarabah: rtarabah@righttoplay.com. People and Culture Specialist (9:00 AM to 4:00 PM)

Deadline to submit TOR: September 30th, 2023.

While we thank all applicants for their interest, only those selected for interviews will be contacted. Shortlisting of applications will begin immediately, and interviews may be held before the closing date.

Right To Play provides equal employment opportunities to team members regardless of their gender, race, religion, age, disability, sexual orientation or marital status.

We are a child-centered organization. Our recruitment and selection procedures reflect our commitment to the safety and protection of children in our programs. The successful candidate will be required to provide a satisfactory police record check as a condition of working with RTP.

To learn more about who we are and what we do, please visit our website at www.righttoplay.com.

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