



Strategic Leadership for Humanitarian Security **PROGRAM**

The Program



INTRODUCTION

The complexity of the humanitarian arena requires that Security Professionals of non-profits be adaptive, ambiguity-tolerant and creative, be able to lead change, build and work in teams, communicate complex ideas to win support, and have strong analytic skills. They also need to act quickly, often with incomplete information and with the big picture in mind. Solid project management skills, from developing strategic business plans to implementation with very limited time and resources, are moreover crucial in the non-profit space. The Strategic Leadership for Humanitarian Security program aims to equip NGO Security Professionals with management skills necessary to reach even greater heights in the non-profit space. This unique program, initiated and designed together with the European Interagency Security Forum (EISF), brings together business and non-profit learning, hereby broadening horizons and maximizing the benefits for humanitarian executives.

PARTICIPANT PROFILE

The program is designed for senior-level Security Managers of nongovernment organizations who seek to advance their careers, teams, and organizations, and are open to challenging their current mental models and their understanding of change and innovation.

The Program

FORMAT



DATES:
31ST AUGUST – 1ST
OCTOBER 2020



DURATION:
1 MONTH



LOCATION:
ONLINE



METHODOLOGY:
Online lectures via
synchronous
videoconferences,
forum debate, group
work, workshop,
panel discussion and
networking.

CONTENT



STRATEGY



**NEGOTIATION
SKILLS**



FINANCE



LEADERSHIP



**INDUSTRY
DISCUSSION**

STRATEGY

The goal of the Strategy module is to make sure that humanitarian security risk management professionals have the confidence, vocabulary, management principles and business perspective to understand their organization's strategy, to see how their work fits into the overall strategy, and thus to help them make things happen more effectively and efficiently for everyone. The module is designed to provide strategic thinking tools that will help security professionals navigate the complexity of their environments and tackle the kinds of problems they encounter. It is also an opportunity to provide thinking and collaboration tools that will help overcome the contextual and organizational barriers to good strategy development. Content includes: • Management Strategy 101: strategy (good strategy, bad strategy), business model, strategic agenda • Strategic Management Frameworks for Dummies • Management Strategy beyond Economics • Successfully grafting the Management and the Security Perspective

The Program

NEGOTIATION SKILLS

The objective of this module is to improve participants' knowledge in the area of negotiation, by combining theoretical instruction and practical exercises. The module has been designed so that participants may learn the "art of negotiation" as an effective management and leadership tool they can use to support and influence improved security risk management within the organization, as well as throughout their professional and personal lives. Content includes:

- What is negotiation? Theoretical background, key concepts and tools
- Concessions, deadlocks, principled negotiation
- Complex Negotiations: Challenges of multi-attribute negotiations
- Open debate, impact of emotions in negotiations, negotiating in multicultural environments

FINANCE & FUNDING

Any organization uses resources in order to pursue its mission. This is equally true for both big public corporations and tiny NGOs. No matter how these resources are raised (funding) all organizations need to implement an information system that is able to provide feedback about the use of these resources. The failure to properly understand and manage this information system can endanger the survival of the organization. Especially for non-profit organizations, knowing how much resources they use in their operations and how is crucial as they are accountable to large donors, individual supporters and the beneficiaries they aim to support. This module covers:

- Remembering the future: how financial reporting works
- The dark side of numbers: costing
- Imagining the future: budgeting and project analysis
- The Babel Tower: multi-currency operations
- Comprehensive case: real-life project quantification - financial projections, budget and financial valuation

LEADERSHIP

This highly interactive Leadership workshop focuses on leading multicultural and effective teams, managing diversity in all levels, and team cohesion to face challenges in a Volatile, Uncertain, Complex and Ambiguous (VUCA) environment. The module will also talk about being a Leader, growing others into Leadership roles, and retaining Talent. The objective of this practical module is to share firsthand knowledge and experience regarding building and leading successful international teams, in diverse, changing and challenging environments. Another aim is to create an understanding of tools to build a powerful Innovation Culture in organizations. This is very important in a VUCA world where the difference between success and failure is very small, and more technological roles and innovation are entering the workplace. Workshop content includes:

- Mindset change in a VUCA world
- Transformational & Innovative Leadership, Team Building, and Teamwork
- Skills and attitudes
- Exercises, Role Plays, Final Challenge, and Wrap Up

The Program

INDUSTRY DISCUSSION

Humanitarian Security Risk Management, What Is It And What Will It Look Like In The Future? The objective of this day is to facilitate a discussion among participants and invited experts about the key questions currently facing the sector.

Topic areas for discussions include:

- What makes Humanitarian Security Risk Management different? What are the implications for security leaders?
- What are the Expectations for Strategic Leadership? The purpose of the workshop is to make humanitarian security professionals better able to influence and be an effective part of the organisations' strategic leadership.
- Where do we go from here? The humanitarian sector is changing, from the stakeholders involved, to the growth of the global south, to advances in technology. How do we ensure that humanitarian security risk management remains flexible and relevant?

This event will take place in a hybrid format on 1st October. Participants may choose to attend in person in London or connect via videoconference.

**APPLY BEFORE 20TH AUGUST BY COMPLETING THE
[ONLINE APPLICATION FORM](#)**

PROGRAM FEE: 1,900€

Agenda

WEEK ONE

Schedule	Monday, 31st August	Wednesday, 2nd September	Friday, 4th September
16:30 - 17:30	Program Introduction		
17:30 - 17:45	Break	Strategy 3	Strategy 5
17:45 - 18:45	Strategy 1		
18:45 - 19:00	Break	Break	Wrap Up
19:00 - 19:15	Break		
19:15 - 20:15	Strategy 2	Strategy 4	
19:15 - 20:30			

All sessions delivered by Professor Milo Jones

WEEK TWO

Schedule	Monday, 7th September	Wednesday, 9th September	Friday, 11th September
17:15-17:30	Introduction		
17:30 - 18:45	Leadership 1	Leadership 3	Leadership 5
18:45 - 19:00	Break	Break	Wrap Up
19:00 - 20:15	Leadership 2	Leadership 4	

All sessions delivered by Professor Balvinder Singh Power

WEEK THREE

Schedule	Monday, 14th September	Wednesday, 16th September	Friday, 18th September
17:15-17:30	Introduction		
17:30 - 18:45	Finance & Funding 1	Finance & Funding 3	Finance & Funding 5
18:45 - 19:00	Break	Break	Wrap Up
19:00 - 20:15	Finance & Funding 2	Finance & Funding 4	

All sessions delivered by Professor Marco Trombetta

WEEK FOUR

Schedule	Monday, 21st September	Wednesday, 23rd September	Friday, 25th September
17:15-17:30	Introduction		
17:30 - 18:45	Negotiation Skills 1	Negotiation Skills 2	Negotiation Skills 4
18:45 - 19:00		Break	Break
19:00 - 20:15		Negotiation Skills 3	Negotiation Skills 5
20:15 - 20:30			Wrap Up

All sessions delivered by Professor Paula Almansa

Industry Day

Schedule	Wednesday, 1st October - London / Online
TBC	

STRATEGY



Professor Milo Jones

BIO

Dr. Milo Jones is a Visiting Professor at IE, teaching advanced non-market strategy courses, intelligence tools for the finance professional, and a variety of Geopolitics-related courses. Milo's experience in executive education extends to work with Walmart, Axa, Accenture, Banco Santander, Gestamp, Kimberly-Clark and Gulf Medical. Milo has spoken at numerous intelligence, finance and geopolitics-related conferences, including Institutional Investor Forums, Euromoney and Opal Financial Group Conferences, and before intelligence-related groups around the world. In addition to his teaching, Milo is the founder of Inveniam Strategy, and a Managing Director at Insight Advisory Partners. Before entering the business world, Milo served as an officer in the US Marine Corps and graduated from the US Army's Airborne Course. In addition to his PhD from the from the UK's University of Kent, he holds an MA with Distinction in International Relations, an MBA from London Business School, and a BA in Art History from Northwestern University. Milo is a Fellow of the Salzburg Global Seminar, a member of the International Institute for Strategic Studies in London, and a member of the Association of Former Intelligence Officers.

LEADERSHIP



**Professor
Balvinder Singh
Powar**

BIO

Balvinder Singh Powar is associate professor at IE. His expertise includes team leadership, creative and strategic input, business development and senior management, relationship management, and business mediation. Professor Powar has extensive experience leading business, social, cultural, media and technology projects in Spain and internationally. He is a board member and director at BOOSTER Space Industries and AERDRON, an innovative international Sub-Orbital Space/Aerospace project and UAV/Drone Consultancy. His expertise also reaches the non-profit arena, having been the Country Head of an NGO in East Timor. Professor Powar is a business and finance graduate of IE Business School and also holds a Master in Mediation from the University of London.

FINANCE & FUNDING



Professor Marco Trombetta

BIO

Professor Trombetta is Professor of Accounting and Finance at IE where is also the Associate Dean for Research and Coordination. Besides his activity as a teacher and researcher, where he garnered numerous awards, Marco is also a consultant and in-company trainer. Aside from companies, Marco has a passion to consult with NGOs and social enterprises. He is one of the founders and the actual Treasurer of "Financieros sin Fronteras", an IE-based non-profit that helps financial NGOs in Africa. Marco has been Assistant Editor of the European Accounting Review, the official journal of the European Accounting Association and one of the most important academic accounting journals in the world. Marco holds a D.Phil. in Economics from the University of Oxford, United Kingdom, a "Dottorato di ricerca" (Ph.D) in Public Economics from the University of Pavia, Italy, and a "Laurea" (B.Sc.) in Social and Economic Sciences, magna cum laude and special distinction from "L. Bocconi" University, Milan, Italy. He has been awarded the title of "Cavaliere" (Knight) of the Order of the Italian Star for his ability to promote the image of Italy abroad

NEGOTIATION SKILLS



Professor Paula Almansa

BIO

Paula Almansa is an entrepreneur, mentor and business angel with a background in Finance and Social Entrepreneurship. Among others, she co-founded Impact HUB Madrid (part innovation lab, part business incubator, and part community center, offering a unique ecosystem of resources, inspiration, and collaboration opportunities to grow impact) and FromTheBench games (a leading developer of sports manager applications). She is an Associate Professor of Negotiations and Conflict Resolution Abilities at IE where she previously taught Entrepreneurial Social Responsibility. Paula has over 10 years experience in Investment Banking advising in Mergers and Acquisitions. She has worked for Merrill Lynch and Greenhill in London and for Credit Agricole in Madrid. In 2005 she co-founded a social sustainable venture capital fund advising Spanish savings banks in their social investments and was the Director of Iberemprende Foundation, leading a program to promote entrepreneurship in Colombia. Paula holds degrees in Business Administration, Law and Psychology and an MBA from The Wharton School of Business, which she studied with a Fulbright Scholarship. Paula is passionate about social causes and regularly volunteers both in Madrid, visiting homeless people and abroad in Kenya, Malawi, Bolivia and India.



BUSINESS SCHOOL

Executive Education

CONTACT US FOR MORE INFORMATION:

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