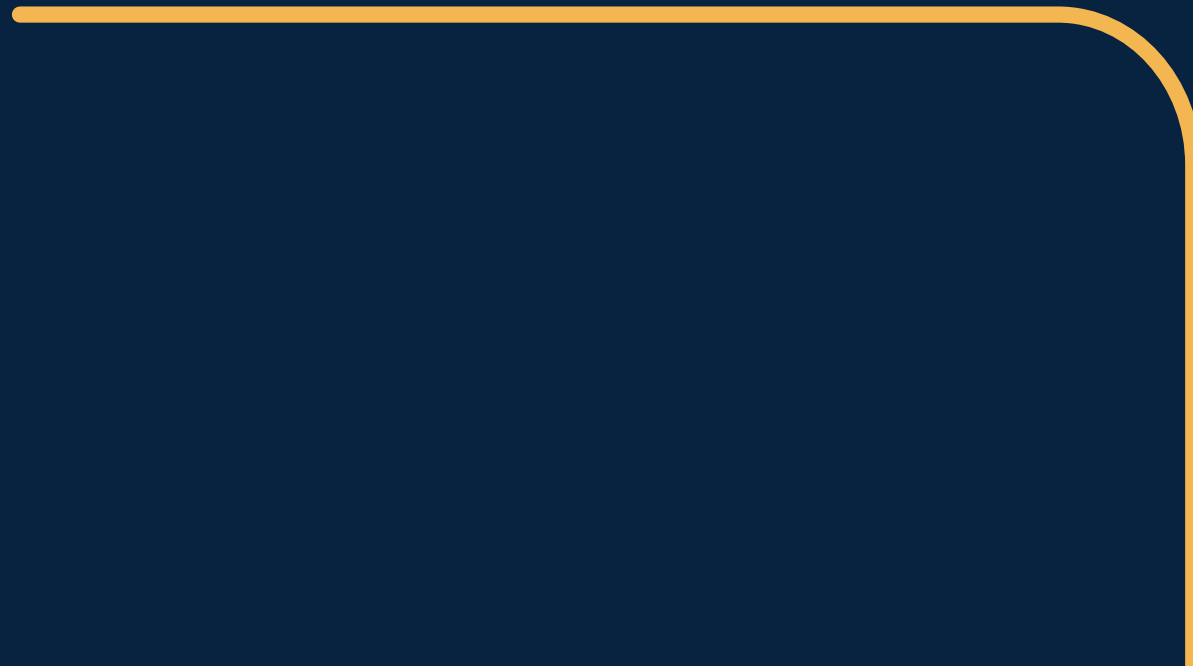






Tandem fosters meaningful connections and collaborations by inspiring, supporting and equipping leaders **to create a brighter future for all.**



Testimonials from 2023 Tandem Leaders



JOYCE DALGLIESH
Danish Refugee Council (Afghanistan)

“The peer coaching from the retreat is going to really help me pass on skills to my team in Afghanistan. There are lots of new techniques, guides and tools to improve our leadership skills as we get back into the contexts we’re all working in.”



RAZMI FAROOK
ActionAid (Sri Lanka)

“I have been in the sector for 20 years and this is the first time I have been on a comprehensive leadership programme that gives me time to reflect on where I am on my journey, and meet others from the sector who are from such diverse backgrounds.”



SANJAY PANDEY
Yuganter (India)

“I am looking forward to reflecting on the journey I have been through. This place, what I see is interconnectedness. What we say in India is ‘Vaudev Kutumbakam’ – we are in a global village.”

A Unique Learning Journey for Leaders

Tandem is a global executive leadership programme for professionals in the humanitarian and development sector. Managed by ODI, an independent, global affairs think tank that inspires people to act on injustice and inequality, the programme provides leaders with the resources and tools needed to tackle today's most pressing challenges.

A blended learning journey that combines in-person and online instruction, Tandem's curriculum moves from assessing one's leadership through self-introspection to navigating interpersonal/organisational issues to interpreting sector-wide dynamics. All throughout, it privileges peer-led learning via interactive formats for exchange. Participants learn and apply the fundamentals of peer coaching to help each other solve problems, in the programme and beyond, and benefit from an executive coach to land leadership concepts.

Most important, Tandem's content is tailored to the needs of the humanitarian and development sector, forming leaders that better serve their teams, their organisations, and, ultimately, populations of concern.

Tandem improves participants' skills and confidence as a leader. It seeks to foster a sense of connection among other senior humanitarian and development leaders, encouraging collaboration that results in better response to crises.

Specifically, by the end of the Tandem, participants will be able to:

Reflect on their personal values, motivations and resilience in relation to their role as a leader

Demonstrate an awareness of their own power and positionality, and how this impacts on their role as a leader

Create a team environment that supports innovation, collaboration and effective decision-making for improved programme outcomes

Use communication skills and emotional intelligence to resolve conflicts and influence direction

Anticipate and respond strategically to challenges facing their organisation

Develop and demonstrate the application of their personal leadership ethos

Assemble a professional network of senior humanitarian and development leaders

tandem
**LEADERSHIP
 LEARNING
 JOURNEY**

Tandem, through funding provided by USAID's Bureau for Humanitarian Assistance, covers the cost of all learning, travel, accommodations, and executive coaching. Neither participants nor their organisations incur any fees.

**PSYCHOMETRIC
 ASSESSMENT**



**RETREAT 1 &
 1:1 COACHING**

Retreat 1: Redefining Leadership
 Foster connection, reflection and joint problem-solving



**MODULE 1 &
 1:1 COACHING**

Module 1:
 Grounding in wellbeing/resilience, effective management



**MODULE 4 &
 1:1 COACHING**



Module 4:
 Conflict resolution and negotiation; influencing without authority



**MODULE 3 &
 1:1 COACHING**

Module 3:
 Activating and leading teams; conscious collaboration



**MODULE 2 &
 1:1 COACHING**

Module 2:
 Power, positionality and trust building

**MODULE 5 &
 1:1 COACHING**

Module 5:
 Complexity and contextual intelligence; ethical dilemmas



**MODULE 6 &
 1:1 COACHING**

Module 6:
 Critical thinking and strategic foresight



**RETREAT 2 &
 1:1 COACHING**

**Retreat 2:
 Owing Leadership Accountability &
 Inspiring Collection Action**
 Celebrate growth, cement the application of skills to inspire real change and secure the connections between leaders

Do you want to be a part of Tandem, supporting better leadership for a better world?

ELIGIBILITY CRITERIA

- Hold a minimum of 10 years' experience in leadership roles in the humanitarian and development sector, including a minimum of five years' operational experience in humanitarian, development, and/or peacebuilding
 - Intend to continue to serve in a senior role at field-level for a minimum of five years following programme completion
 - Be proficient in English
 - Open to self-reflection, learning, challenging yourself, and holding yourself accountable to change
 - Authentic in your desire to inspire others, serve as a role model, and affect change
 - Committed to being fully present and engaged throughout the duration of the programme, including travel In September 2024 and April 2025 to in-person retreats as well as completion of online modules
- Tandem opens and closes with in-person retreats that last five days each. In between retreats, participants spend two hours/week on online learning, inclusive of a session with an executive coach, for six months.

IF YOU WOULD LIKE TO APPLY TO TANDEM, PLEASE FOLLOW [THIS LINK](#)

