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

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

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

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

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

<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
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<tbody>
<tr>
<td>9.30-10.00</td>
<td>Welcoming Address / Opening Remarks&lt;br&gt;<strong>Dr. Mahdi Abdul Hadi</strong>, Head of PASSIA, Jerusalem</td>
</tr>
<tr>
<td>10.00-11.30</td>
<td>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)&lt;br&gt;<strong>Dr. Mahmoud Baidoun</strong>, Psychologist and Clinical Supervisor, Ramallah</td>
</tr>
<tr>
<td>11.30-11.45</td>
<td>Break</td>
</tr>
<tr>
<td>11.45-13.00</td>
<td>Psychology of Leadership contd.&lt;br&gt;<strong>Dr. Mahmoud Baidoun</strong></td>
</tr>
<tr>
<td>13.00-14.00</td>
<td>Lunch</td>
</tr>
<tr>
<td>14.00-15:30</td>
<td>Party Law in Palestine&lt;br&gt;<strong>Naim Salameh</strong>, Palestinian Central Election Commission, Ramallah</td>
</tr>
</tbody>
</table>
DAY TWO: Tuesday, 13 December 2005

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

DAY THREE: Wednesday, 14 December 2005

9.15-10.45 The Background and Development of the Palestinian Political Parties

**Ahmed Mbayed**, Judge

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

<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
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</table>
| 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