

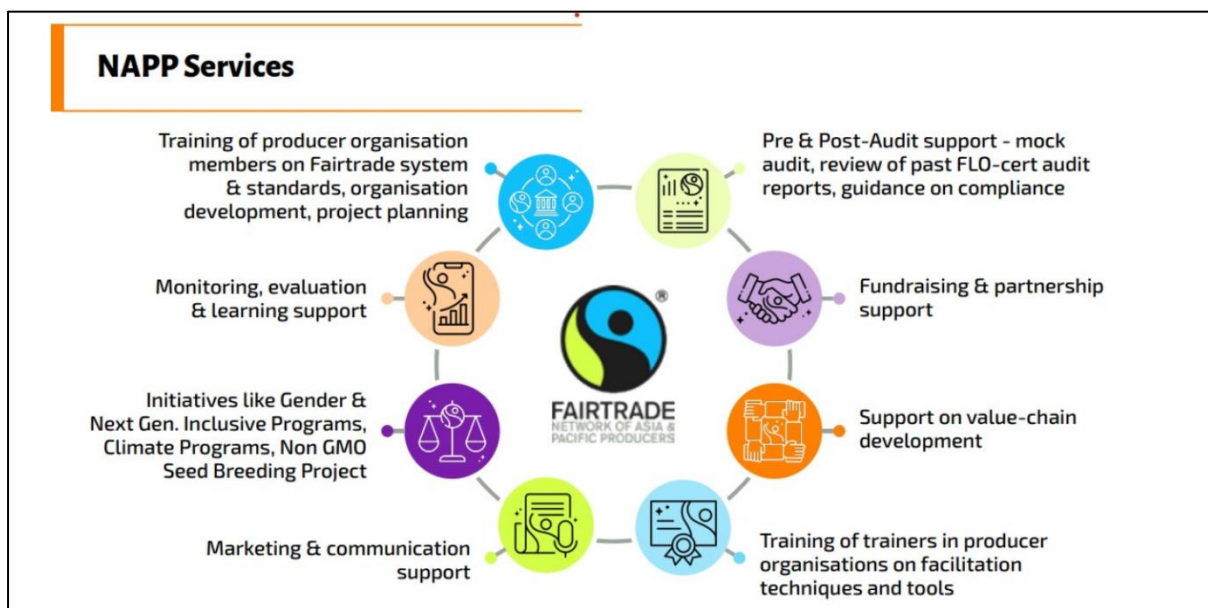
Team Building /training Workshops for Fairtrade NAPP staff

Terms of reference

A. Background

Fairtrade NAPP is a Network of Fairtrade certified Producers in Asia Pacific region. NAPP is a part of a global organization Fairtrade International, working to secure a better deal for farmers and workers in Asia and Pacific. Currently NAPP has 284 Producer Organizations across 20 countries in Asia and Pacific Region supporting more than 260,000 farmers and workers. NAPP's mission is to facilitate the incorporation of more producers to be able to join the Fairtrade movement in Asia and the Pacific through an existing wide range of products and services. For more information please visit: www.fairtradenapp.org.

Currently NAPP is working in 9 countries and supporting 15+ product categories through numerous services to the producer organizations (as below).



These services are offered to producer organizations covering group of farmers, individuals, women, youths, labours, SPO management and associated stakeholders.

We are offering the above said services and implementation of donor funded projects through a team of 32 team members based in 9 countries across the Asia-Pacific region

B. Rationale behind the Team building/training Workshops

Key reasons for organizing a team-building workshop for Asia-Pacific region staff .

1. Cultural Integration

- **Diverse Workforce:** The Asia-Pacific region is culturally diverse. A team-building workshop can help employees understand and appreciate different cultural perspectives, fostering a more inclusive work environment.
- **Enhanced Communication:** It can break down language barriers and improve communication among team members from different countries.

2. Improved Collaboration

- **Cross-Functional Teams:** Employees often work in cross-functional teams. Team-building activities can enhance collaboration and synergy, leading to more effective teamwork.
- **Problem-Solving Skills:** Workshops can include problem-solving exercises that encourage employees to work together to find solutions, improving their ability to collaborate on projects.

3. Employee Engagement

- **Motivation and Morale:** Engaging activities can boost employee morale and motivation, leading to increased job satisfaction and productivity.
- **Retention:** Employees who feel connected to their team and company are more likely to stay, reducing turnover rates.

4. Skill Development

- **Leadership Skills:** Team-building exercises can help identify and develop leadership skills among employees.
- **Soft Skills:** Activities can also enhance soft skills such as communication, empathy, and conflict resolution.

5. Innovation and Creativity

- **Idea Generation:** Collaborative activities can spark creativity and innovation, leading to new ideas and solutions for the company.
- **Open Environment:** A relaxed and open environment can encourage employees to share their ideas more freely.

6. Alignment with Company Goals

- **Shared Vision:** Workshops can help align employees with the company's vision and goals, ensuring everyone is working towards the same objectives.
- **Strategic Planning:** It provides an opportunity for strategic planning and setting team goals.

C. Objective & Outcome of the Team building/training Workshops

The training aims to achieve the following:

Enhance Cross-Cultural Communication:

- ✓ Improve understanding and appreciation of diverse cultural backgrounds.

- ✓ Foster effective communication across different languages and cultures.

Strengthen Regional Collaboration:

- ✓ Build strong, cohesive teams across various countries in the Asia-Pacific region.
- ✓ Encourage collaboration and knowledge sharing among regional offices.

Develop Regional Leadership:

- ✓ Identify and nurture leadership potential within the region.
- ✓ Equip leaders with skills to manage and inspire diverse teams.

Boost Employee Engagement and Morale:

- ✓ Increase job satisfaction and motivation through engaging activities.
- ✓ Create a positive and inclusive work environment that values each employee.

Promote Innovation and Creativity:

- ✓ Encourage innovative thinking and creative problem-solving.
- ✓ Provide a platform for employees to share and develop new ideas.

Align with Regional and Global Goals:

- ✓ Ensure that team activities support both regional and global company objectives.
- ✓ Promote a shared vision and strategic alignment across the region.

Enhance Problem-Solving and Decision-Making Skills:

- ✓ Improve critical thinking and collaborative problem-solving abilities.
- ✓ Foster a proactive approach to addressing challenges.

Facilitate Continuous Learning and Development:

- ✓ Provide opportunities for skill enhancement and professional growth.
- ✓ Encourage a culture of continuous improvement and learning.

D. Tentative Schedule of the Capacity building/training Workshop

Location:	Bali, Indonesia
Total Days:	2 Days
Dates:	7th Nov to 8th Nov 2024
Total Number of Participants:	32



Eligibility Criteria

To be eligible to provide services for our upcoming Team Building/Training Workshops, vendors must meet the following criteria:

The organizations or consultants meeting with the following criteria can apply

Relevant Experience:

Demonstrated experience in organizing and conducting team building or training workshops, preferably within the Asia-Pacific region.

Qualified Personnel:

Staff should have relevant qualifications and expertise in team building, training, and facilitation.

References:

Provide at least two references from previous clients who can attest to the quality and effectiveness of your services.

Compliance:

Must comply with all local and international regulations and standards related to training and team building activities.

Innovative Approach:

Ability to offer innovative and creative solutions tailored to diverse cultural backgrounds and regional needs.

How to Apply:

If you're interested in providing services for our upcoming Team Building/Training Workshops, please send an email to hr@fairtradenapp.org with the following details on or before 30th August:

- **Profile**
- **Contact Person**
- **Contact Information**
- **Brief Description of Services Offered**
- **Relevant Experience and Qualifications**

We look forward to collaborating with you to create an enriching and impactful experience for our team!