



# HPC Leadership Competency Training Course

## Overview

The HPC Leadership Competency Training Course is designed for those who aspire to enhance their leadership competency to further advance their careers at the United Nations and other international organizations. Work experience in international organizations is not an indispensable prerequisite for participation in the Course, but a good understanding of such organizations is expected. The Course welcomes applicants from international organizations and diverse backgrounds, including private businesses and NGOs/NPOs. The Course especially welcomes those who have work experience in fields related to peace and security, development, and humanitarian aid, are willing to enhance their skills and knowledge in leadership and other competencies such as communication, negotiation, and management, and are keen to develop networks with expert practitioners.

The 5-day training Course aims to achieve these objectives through interactive discussions and role-play exercises led by experienced facilitators working at the UN and other international organizations in senior positions. The Course also aims to provide feedback from facilitators to each participant on their performance. Additionally, it offers the participants ample opportunity to develop invaluable networks for advancing their careers through individual meetings with facilitators and informal networking events. The Course will be held in Hiroshima, Japan, and conducted in English. It is open to individuals of any nationality.

### Curriculum

**Sessions in Red: Open to Online Participation**

**Sessions in Blue: Not Open to Online Participation**

Date & Venue	Agenda	Facilitators
	Session 1 (9:30 – 11:00), Session 2 (11:15 – 12:45), Session 3 (14:15 – 15:45), Session 4 (16:00 – 17:30) (Time in Japan)  Session 1 (0:30 – 2:00), Session 2 (2:15 – 3:45), Session 3 (5:15 – 6:45), Session 4 (7:00 – 8:30) (GMT)	
January 5 (Sun), 2025	16:00~ (Social gathering and Cultural Event in the evening: “History of Peacebuilding of Japan / Hiroshima”)	Hideaki Shinoda
Day 1 January 6 (Mon), 2025  Hotel in Hiroshima, Japan	<b>&lt;Overview of Leadership and Other Relevant Competencies&gt;</b> <b>Session 1: Introduction [with self-introduction]</b> <b>Session 2: Overall Structure of the Course and Key Concepts</b> <i>[Hideaki]</i> <b>Session 3: Sharing Leadership Challenges [Kenro]</b> <b>Session 4: Group Discussion (to share experiences and views)</b> [Contents] Self-introduction followed by an introduction to the overall structure of the Course as well as the key concepts for leadership and critical “leadership challenges”. Group discussions will follow to discuss	Hideaki Shinoda, Yuji Uesugi. Kenro Oshidari, Siddharth – Chatterjee, Shigeki Komatsubara, Hiroko Hirahara

	the participants' own "leadership challenges".	<i>(all the facilitators stay for 5 days)</i>
<u>Day 2</u> January 7 (Tue)	<p>&lt; <b>Application of Communication Skills and Sharing Leadership Challenges at the UN</b> &gt;</p> <p><b>Session 1: Leadership required for Senior UN Leaders [Sid]</b></p> <p><b>Session 2: Leadership and Competencies [Shigeki]</b></p> <p><b>Session 3: Leadership and Coordination [Hiroko]</b></p> <p><b>Session 4: Leadership and Well-being for Professionals [Sid]</b></p> <p>[Contents] The facilitators will provide presentations on their views on leadership required for senior UN leaders by highlighting some critical perspectives to enhance leadership.</p>	
<u>Day 3</u> January 8 (Wed)	<p>&lt; <b>Sharing Leadership Challenges at the UN</b> &gt;</p> <p><b>Session 1: Communication Skills and Tips for Leaders</b></p> <p><b>Session 2: Press Conference Exercise</b></p> <p><b>Session 3: Presentations by Representative Participants on their Leadership Challenges</b></p> <p><b>Session 4: Group Discussion (how to overcome leadership challenges)</b></p> <p>[Contents] The facilitators first provide sessions to enhance fundamental communication skills and discuss some more observations followed by plenary discussions. The Press Conference Exercise is intended to enable the participants to apply communication skills. In the afternoon, the representative participants are invited to present their "leadership challenges". The group discussions will follow to facilitate more ideas about "leadership challenges."</p>	
<u>Day 4</u> January 9 (Thu)	<p>&lt; <b>Enhancing Leadership Competencies</b> &gt;</p> <p><b>Session 1: Negotiation Skills for Leaders</b></p> <p><b>Session 2: Preparation for Negotiation Exercise</b></p> <p><b>Session 3: Negotiation Exercise I</b></p> <p><b>Session 4: Negotiation Exercise IIs</b></p> <p>[Contents] The following sessions organize a simulated exercise in which the participants are encouraged to show leadership through negotiations.</p>	
<u>Day 5</u> January 10 (Fri)	<p>&lt; <b>Overall Review of Leadership and Communication</b> &gt;</p> <p><b>Session 1: Leadership through Consultation I</b></p> <p><b>Session 2: Leadership through Consultation II</b></p> <p><b>Session 3: Competency-based Interview</b></p> <p><b>Session 4: Final Review Session</b></p> <p>[Contents] The exercises take place in the form of fictitious consultations among colleagues as well as leadership-oriented CBIs. The final review session will be organized to discuss prospects for the future.</p>	

- Hideaki Shinoda (Director of HPC / Professor Graduate School of Global Studies, Tokyo University of Foreign Studies)
- Yuji Uesugi (Course Mentor of HPC / Professor Faculty of International Research and Education Waseda University)
- Kenro Oshidari (Former Regional Director WFP Regional Bureau for Asia, Director [Board of Directors-Japan Association for the World Food Programme])
- Siddharth Chatterjee (United Nations Resident Coordinator in China)
- Shigeki Komatsubara (Resident Representative, UNDP Tanzania)
- Hiroko Hirahara (Director, Civil Affairs, UNMISS [UN Mission in South Sudan])