Training Participation Report

Promoting Women-Led, Local and National Organizations through Cohesive Leadership

16–18 November 2026

Organized By: **educo**

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COAST Foundation.

Venue: Hotel Long Beach**,** Cox's Bazar, Bangladesh



1. Introduction

A three-day training titled “Promoting Women-Led, Local and National Organizations through Cohesive Leadership” was held from 16 to 18 November 2026. The training brought together Executive Directors and senior officials from different NGOs working in Cox’s Bazar.



The main purpose of the training was to improve leadership, strengthen local and national organizations, and promote the role of women in organizational leadership and decision-making.

The training covered several important areas, including organizational safeguarding, gender inclusion, humanitarian work, financial management, partnership management, resource mobilization, communication, organizational coordination and monitoring and evaluation.

The training was a valuable learning experience. It also provided an opportunity to exchange ideas and experiences with senior professionals from different organizations.

2. Day-wise Training Activities

Day 1: 16 November 2026

The first day started with participant registration and introductions. This was followed by the opening session, where Abdul Hamid, CD, introduced educo Bangladesh and provided an overview of the project.

Session 1: Organizational Safeguarding Policies, Facilitated by: Tajul Islam, Manager-P&C and Razib Rahman, PSEA Coordinator, RCP.

The session focused on organizational safeguarding policies, including Child Safeguarding, Protection from Sexual Exploitation and Abuse (PSEA), and the Code of Conduct (COC). The discussion also covered the sector-wide approach to PSEAH.

The session helped me understand the importance of having clear safeguarding policies and ensuring a safe working environment for staff, children and community members.

Session 2: Gender Inclusion and Diversity

This session was facilitated by Shanta Dey, Senior Project Assistant (GBV Coordinator), IOM. The main topics included gender inclusion and diversity, gender mainstreaming, the Gender-Age Marker and gender-responsive program design.

The discussion helped me understand why gender and age should be considered in program planning and implementation. It also highlighted the importance of ensuring equal opportunities and participation for everyone.

Session 3: Sectoral Architecture and Approach in Humanitarian Programs



The session was facilitated by Corinne Bali from NGO Platform and Sumi Akter Shewly, Head of Humanitarian Response, educo. It focused on the structure and working approaches of different sectors in humanitarian programs.

The discussion provided a better understanding of coordination among different organizations and sectors. It also highlighted the importance of working together to ensure effective humanitarian support.

The first day ended with a closing and review session.

Day 2: 17 November 2026

The second day started with a short review of the previous day's sessions. Participants shared their key learning points from Day 1.

Session 4: Finance and Compliance Management

The session was facilitated by Masudur Rahman, Head of Finance and Administration, educo. It focused on financial management and compliance within an organization.



The discussion highlighted the importance of proper financial planning, budget management, following financial rules and maintaining transparency and accountability.

This session was particularly useful for understanding the importance of financial discipline in organizational management.

Session 5: Resource Mobilization and Proposal Development

The session was facilitated by Shahinur Islam, Manager – Resource Mobilization. It focused on resource mobilization and proposal development.

The session helped participants understand the importance of identifying funding opportunities, developing good project proposals and planning resources to support organizational activities.

It also highlighted the need for clear planning and proper presentation of project ideas to potential donors.

Session 6: Partnership Management

This session was facilitated by Sumi Akter Shewly, Head of Humanitarian Response. The discussion focused on partnership management and the importance of building strong working relationships among organizations.

The session highlighted the need for mutual respect, clear communication, trust and shared responsibilities in partnerships. It also helped participants understand how organizations can work together more effectively to achieve common goals.

The second day ended with a closing and review session.

Day 3: 18 November 2026

The third day started with a review of the previous day's learning. Shahidul Alam and Nargis Akter facilitated the refresher session.

Session 7: Organizational Coordination, Communication, Visibility and Branding



The session was facilitated by Nargis Akter from educo. It focused on organizational coordination, communication, visibility and branding.

The discussion highlighted the importance of clear communication, teamwork and coordination within an organization. It also helped me understand how proper communication and organizational visibility can build a positive image and increase public awareness of an organization's work.

Session 8: Monitoring, Evaluation, Accountability and Learning (MEAL) Framework

The session was facilitated by Md. Golam Mostafa, Coordinator- MEAL, educo. It focused on the importance of monitoring, evaluation, accountability and learning in organizational activities and programs.



The session helped me understand why regular monitoring, collecting feedback, reviewing progress and learning from experience are important for improving program quality and achieving expected results.

The training ended with a closing ceremony led by Sumi Akter Shewly, Head of Humanitarian Response, educo.

3. Key Learning and Personal Experience

The three-day training was a very positive and meaningful experience for me. I had the opportunity to learn from experienced professionals and exchange ideas with Executive Directors and senior officials from different NGOs working in Cox's Bazar.

Some of my key learning points were:

- The importance of strong leadership and teamwork in organizational development.
- Ensuring a safe and respectful working environment through safeguarding policies.
- Promoting gender equality and women's participation in leadership and decision-making.
- Improving financial planning, budget management and compliance and also mobilized our resources properly.
- Building strong partnerships through trust, respect and clear communication.
- Developing effective project proposals and identifying funding opportunities and also understand the resions of proposals rejections.
- Improving organizational communication, visibility and branding through our work and our social platforms.



- Using monitoring, feedback and learning to improve program quality and performance.

4. Application of Learning in Radio Saikat

As the Station Manager of Radio Saikat 99.0 FM, I believe the knowledge and experience gained from this training will help me improve my professional skills and organizational leadership.

I would like to apply the learning in the following areas:

- Strengthening teamwork and communication among team members.
- Promoting women's leadership and ensuring equal participation in decision-making.
- Maintaining a safe, respectful and supportive working environment.
- Improving program planning, budget preparation and financial management.
- Strengthening coordination and partnerships with local organizations and stakeholders.
- Improving the quality of programs through regular monitoring and listener feedback.
- Increasing the visibility of Radio Saikat through better communication and branding.

I also believe that these learning points will help me take on greater responsibilities in organizational and program management in the future.

5. Conclusion:

The three-day training was a valuable learning opportunity for me. It helped me gain new knowledge about leadership, organizational management, gender inclusion, safeguarding, financial management and partnership building.

The opportunity to learn from experienced professionals and share ideas with other participants made the experience even more meaningful.

I sincerely appreciate educo Bangladesh for arranging such an important training. I hope to use the knowledge and skills gained from this training in my professional responsibilities and contribute to the continued development of Radio Saikat.



Overall, the training was an excellent learning experience that has encouraged me to become a more confident, responsible and effective leader.