Governance Program in institutions

Mobaderoon, a civil and commercial training company registered in Commercial Register No. /6/ bears a societal responsibility within a vision that works on "building trust and understanding to support and sustain peaceful coexistence" by providing research and training work in all its forms, developing the administrative capacities of institutions and teams, and completing studies and surveys, workshops and conferences in the field of raising awareness and community support.

In its work, Mobaderoon follows developed approaches to empower individuals and groups with specialized knowledge that matches their local needs and enables them to activate their roles in their societies in all areas of their work.

Mobaderoon has been the fruit of diverse knowledge since 2009, and this knowledge is shared through providing consultations and training programs, which serve the needs of capacity building at several levels, including programs that support youth and leaders, programs that support children and adolescents, and programs that support owners of social initiatives and projects. Mobaderoon provides its training and advisory services to:

- Organizations, institutions and associations of civil society.
- Companies and commercial establishments affiliated with the private sector.
- Teams, individuals and entrepreneurs.

Awards:

Mobaderoon is proud of the recognition by many international bodies for its programs and services. Mobaderoon was awarded the following awards:

1. Livia Foundation Prize 2014 for its work in peacebuilding.

2. The Economic Citizenship Award in 2017 for its work with street children.

3. The 2019 Facilitation Gold Award for its pioneering use of facilitation in its programs to create positive change.

What is the Governance Program?

Good governance is a style of management that includes a set of formal and informal arrangements that determine how decisions are taken and how they are implemented in light of preserving the basic values of the institution and its basic system, These arrangements include a set of systems, rules, procedures and mechanisms that determine the relationship within the institution, in other words, the policies, rules, mechanisms and practices that control and monitor the performance of the institution. This includes the organizational environment and organizational structure through which goals are set and the means that lead to achieving the goals and monitoring performance. It also includes a set of values and standards on which the activity is based, such as integrity, transparency, responsibility, accountability, efficiency and accountability.

Program objective

The main objective of the Governance Program is for organizations and teams to become more able to analyze their organizational status and establish procedures that guarantee a good governance system in the organization/team. Several other objectives can also be mentioned:

1. Building knowledge about governance.

2. Identify the characteristics of the life stages of emerging institutions and teams (characteristics - challenges).

3. Developing the perception of the Board's practices and its role.

4. Improving the ability to separate the duties of the Board of Directors and the Executive Management.

5. Defining and developing policies for the Board of Directors work in accordance with the good governance system.

Target group

- Emerging institutions.
- Volunteer teams and emerging groups.
- Startup companies.

Program learning journey

The program will work in two main phases:

1. The first enabling stage: is the training workshop.
2. The second executive phase: These are sessions dedicated to institutions to support each institution in developing its own governance system.

Guide Axes

First Axis: Concepts and Definitions of Governance

- Definition of Governance: A general definition that is not only related to corporate governance, but rather presents governance in general and in its broad sense.
- Principles of Governance: General principles not only related to institutions.
- Comparisons between governance and management / leadership / planning...etc.
- Governance Challenges.

The second axis: the stage of the institution's exploration of itself

- The first stage: analysis of the institution's internal position in relation to governance by using the onion rings tool, for example.
- The second stage: analyzing the institution's position in relation to governance according to the levels of governance using the institutions scale.
- The organizational stages that the institution is going through: The institution must determine the stage at which their institution stands based on the characteristics of each of the stages.

The third axis: responsibilities and tasks

- Responsibilities of the Board of Directors.
- Responsibilities of the Executive Board.

Fourth Axis: Practical examples of models for the policies and operations manuals.

Expected Program Outcomes

1- Gaining an understanding and knowledge of the concept of governance and its values.

2- Identifying the characteristics and qualities of each stage of the development of institutions and identifying the institution for the stage it is in.

3- learning about the roles and practices of the board of directors.

4- Identify and discuss practical cases.